

The Beacon

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September 2021

Governor proposes year-end budget

By Jackie Lavender Bird

Looking to close the books on fiscal 2021, Gov. Charlie Baker filed a supplemental budget bill on Aug. 18 that would allocate a significant portion of a state surplus that exceeded \$4 billion.

Priorities in the governor's spending proposal include adding \$1 billion to the Unemployment Trust Fund and \$568 million for relief programs, mostly focused on housing insecurity and human services.

Ten million dollars would be set aside for the Community Preservation Trust Fund, which provides funding to cities and towns that have adopted local property tax surcharges under the Community Preservation Act.

The surplus is enabling the state to avoid a \$1.1 billion withdrawal from the state's stabilization account that had

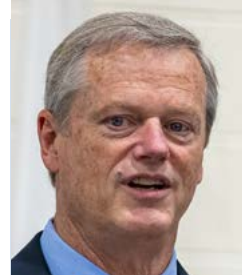
originally been anticipated as necessary to balance the fiscal 2021 budget. The surplus is also adding \$1.1 billion from above-benchmark capital gains tax revenue to the fund. At the close of fiscal 2021, the stabilization fund balance stands at a record \$4.63 billion, according to the administration.

During the public health emergency, the administration and the Legislature used revenue estimates that reflected the uncertainty of the times to create the fiscal 2021 budget. Since then, state revenues have far exceeded expectations, leading to a higher-than-usual budget surplus.

On Aug. 25, the [MMA asked legislative leaders to add a supplemental \\$200 million cash appropriation for the Chapter 90](#) local road and bridge maintenance program, in addition to the recently passed Chapter 90 bond.

"This investment would address a vital long-term need that is essential to our recovery and growth," the MMA wrote. "With a tightly capped property tax, and federal funds that cannot be adequately leveraged for roads and bridges, communities do not have the resources to close" a massive gap between available funding and the amount needed to maintain local roads in a state of good repair.

In the letter, the MMA also expressed strong support for the additional \$10 million in CPA funding. ●



Gov. Charlie Baker

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Save the date for in-person MMA Annual Meeting in 2022

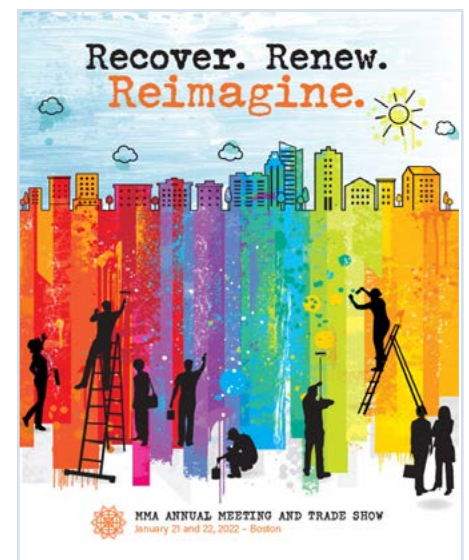
By John Ouellette

After a one-year hiatus, the MMA Annual Meeting & Trade Show will return as a live, in-person event in January 2022.

The 43rd annual event will be held on Jan. 21 and 22 at the Hynes Convention Center and Sheraton Hotel in Boston. The event theme is "Recover. Renew. Reimagine."

The MMA is continuing to develop the program, and updates will be posted on www.mma.org during the month of September. Registration will open on Oct. 1.

The MMA Annual Meeting, the largest regular gathering of municipal officials in the state, is a forum for learning, networking, product and services information, and a celebration of the efforts and innovations in community governance. In addition to prominent speakers, workshops and the Trade Show, the two-day event features membership business meetings, receptions, awards programs and other activities.



The meeting will feature 18 timely workshops on topics such as cybersecurity,

■ ANNUAL MEETING *continued on 10*

2021 MMA Board of Directors

The MMA Board of Directors holds regular meetings in Boston, followed by a meeting of the Local Government Advisory Commission with the administration. For information on the board's activities, call the office of MMA Executive Director Geoff Beckwith at 617-426-7272.

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Executive Director's Report

Three infrastructure priorities for action this fall

After what has seemed like decades of talk and little action on infrastructure, Massachusetts and the nation are on the verge of an unprecedented surge in funding to repair, rebuild and invest in our roads, bridges, culverts, seawalls, trains, buses, subways, airports, broadband networks, and drinking water, wastewater and stormwater systems.



By **Geoffrey Beckwith**

These critical public assets are essential to our quality of life and our economic future, yet all of these infrastructure systems are in various stages of disrepair or are facing massive challenges brought on by climate change or growing economic gaps that have left many communities and residents behind.

Ironically, while the COVID-19 pandemic is raging across the nation and has divided so many people and politicians on issues such as vaccine and mask requirements, public leaders have been much more united on the need to stand up massive economic and public health investments in our local communities. This is probably due to several related factors:

- Every corner of our nation has been negatively impacted, with shuttered businesses and disappearing jobs.
- The pandemic has cast a bright light on existing economic and social inequities, making most people more aware of the disproportionate impact the virus has had on our most

vulnerable and marginalized neighbors.

- Having a record number of residents live through an economic shutdown has increased the public's sense of urgency and support for rapid and visible investments to recover and rebuild our economy.

This fall, our legislators in Congress and on Beacon Hill will have the opportunity to transform the talk and consensus on infrastructure into real action and unprecedented success. Here are three specific votes to watch:

Passing the federal Infrastructure Investment and Jobs Act:

The U.S. House will be convening in late September to vote on the Senate-passed Infrastructure Investment and Jobs Act. This is the \$1 trillion bipartisan bill that Senators Ed Markey and Elizabeth Warren helped to forge, and it includes more than \$8 billion in federal funding for Massachusetts over the next five years, covering the full range of public infrastructure assets, including transportation, environmental and broadband systems. ([Here is a link to the White House's analysis for our state.](#))

Massachusetts is fortunate to have a powerful House delegation, all of whom are committed to passing this critical legislation. The challenge is navigating this bill through a Congress that is much

■ **DIRECTOR'S REPORT** *continued on 24*



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How to spend ARPA funds with an equity lens

By Jen Aceto

The COVID-19 pandemic and racial tensions of 2020 ushered in major changes for local government. Significantly, the past year brought equity to the forefront of conversations at both the local and federal government level.

“With the national discourse, people are looking for a bolder change,” said Chanté Mitchell, program director at [Engaging Local Government Leaders](#). “They have bigger and more critical questions. A lot of cities are moving towards a racial equity lens.”

With the arrival of American Rescue Plan Act funding, local leaders are looking at resource allocation through the lens of equity. Instead of limiting the focus to a single department or coordinator, they are taking a broader view, gathering community input and data before they make decisions about where the funds will go.

Gathering data through community engagement

Before deciding how to allocate ARPA funds, local leaders need to understand the needs of residents and businesses. Underserved populations and neighborhoods may have the greatest recovery needs. Hearing from community members will help leaders uncover valuable insights and guide decisions on how to spend funds equitably, both immediately and in the long term. Doing this work now will build a foundation for continued engagement and informed decision-making in the future.

Councilwoman Tameika Devine of [Columbia, South Carolina](#), emphasizes that data is critical in charting a path toward a more inclusive community.

“The data is crucial because if you don’t know where you are, you don’t know where you are going,” she said.

[Compliance and Reporting Guidance from the U.S. Department of the Treasury](#) urges local governments to engage their communities in deciding how to spend ARPA funds. The funding has the potential to produce a significant change in communities around the country, especially when it comes to mitigating inequities. The guidelines also require that funds promote equitable outcomes. So leaders must design public input pro-

grams and interventions with equity in mind. Not only is equity a requirement for local governments in ARPA spending, it is also in the best interest of the community’s overall success.

Michael Wallace, legislative director of Housing, Community and Economic Development at the National League of Cities, advocates for the importance of equity in allocating ARPA funds. He provides local elected officials and municipal employees across the nation with information and advice on the impact of impending federal actions (like ARPA) on their communities.

“You can’t address inequities if you don’t know about them,” he said.

Cities and towns need to capture the data now to get a snapshot of what happened as a result of the pandemic. That way, leaders can look back and see what groups were most negatively impacted, and how.

Gathering data through public input can help leaders see differences in access to resources and services across groups. Once municipalities have this data, they can begin to align funding with efforts to promote equity. They must also collect data on an ongoing basis regarding how the funds benefit residents, how they promote equitable outcomes, and progress toward equity goals.

NLC partner [Polco](#), an online civic engagement company that serves the community information needs of local governments, is working with NLC and Treasury guidelines to help communities across the nation incorporate public input that captures diverse feedback from constituents, local businesses and residents. Polco’s [ARPA Engagement Package](#) involves community surveys to help cities and towns get the data they need to establish a baseline and see changes over time. The package also shows a results dashboard that allows leaders to see how they are doing in the area of equity and inclusion.

Understanding economic disparities

The level of economic impact due to the COVID pandemic disproportionately affected some jurisdictions more than others.

“Just like individuals, cities on a shoe-

string budget didn’t have reserves to spend, so setbacks quickly turned into crises,” Wallace said.

He points out that municipalities with a higher degree of fiscal stability were able to draw on reserves and respond to the pandemic more quickly. Every city and town experienced difficulties, but they didn’t all experience them to the same degree.

Wallace added that the pandemic’s regional impacts rippled to local businesses, and ultimately hurt low-wage workers and middle-income households.

“Unlike the 2008 recession, Wall Street never cratered during the pandemic, but Main Street did,” Wallace said.

People already struggling to make ends meet were some of the first to lose their jobs when the pandemic hit.

Wallace advises municipalities to stabilize households suffering lost wages due to COVID, which will prepare individuals to reenter the workforce. Communities can give credit or grants access to small businesses, which can then create positions that pay livable wages.

Wallace’s first concern is housing.

“When it comes to housing and economic development especially, equity is central,” Wallace said. “A lot of historic disparities persist even as neighborhoods are rebuilt and revitalized over time.”

Meeting the needs of underserved groups

Michelle Kobayashi, senior vice president of innovation at Polco, said, “One of the best ways to ensure equitable distribution of funds is to identify disparities existing in your community. Do residents living in the south side have less access to healthy, affordable food than those on the north side? Do lower-income households have the same access to the internet and technology as their wealthier counterparts? Did minority-owned businesses feel a greater impact from the pandemic?”

It’s also important to consider how funds will build the capacity of local governments to meet the needs of [underserved groups](#). These include racial and ethnic minorities, lower-income

■ ARPA continued on 17

Census data show differing trends for cities, suburbs

By Dana Watters

On Aug. 12, the [U.S. Census Bureau released the highly anticipated redistricting data](#) in accordance with Public Law 94-171.

Complications related to the COVID-19 pandemic significantly shifted the timeline of data delivery and have left many government entities at the federal, state and local levels concerned about the reliability and accuracy of the data. In addition, the Census Bureau's application of a new disclosure avoidance system has raised concerns over bias that may inhibit redistricting in accordance with the Voting Rights Act of 1965.

Population, housing growth concentrated in cities

One notable takeaway is the disparity in population change between metropolitan, micropolitan, and suburban areas. Data show that the United States population has grown by 22.7 million since 2010. The 7.4% increase represents the second-lowest 10-year rate of growth in history, reflecting an overall trend of slowing population growth.

Roughly half (52%) of counties lost population, and fewer counties and metro areas grew this decade than in previous ones. Much of the population growth was concentrated in metro areas, with 312 of the 384 U.S. metro areas seeing population gains. Eight of the 10 largest cities grew faster in this decade than the last; the biggest gains were in New York City and Houston, while Phoenix grew faster than any other city. Conversely, 72 U.S. metro areas saw population declines over the past decade, with the largest declines by percentage in Pine Bluff, Arkansas, and Danville, Illinois.

Redistricting data has long been used to measure the diversity of the country, and this most recent release showed a population that is growing more diverse. The number of individuals who identify as two or more races (also known as the multiracial population) grew significantly since 2010, rising from 9 million to 33.8 million, a 276% increase. Multi-racial or "in combination" populations across racial groups accounted for most of the overall changes in each racial category. The data also show that while the number of adults (18 and over) grew 10.1% in the past decade, the popula-

tion under age 18 decreased by 1.4%.

Another key component of the data release is housing information, which showed a 6.7% increase in the number of units since 2010 for a total of 140.5 million. This growth was not uniform throughout the country; just as population growth was concentrated in metropolitan areas, the average increase for counties that composed some part of a metropolitan or micropolitan area was 3.8%, while counties outside of these areas showed an average decrease of 3.9%.

The percentage of housing units vacant in 2020 dropped to 9.7% (13.7 million units), down from 11.4% in 2010. Areas with large numbers of seasonal or vacation rentals, such as beach towns and ski resorts, had high vacancy rates, over 50% in some cases. Large metropolitan areas, meanwhile, had lower-than-average vacancy rates, with the lowest in Minneapolis (4.6%), Los Angeles (4.8%), Seattle (5.2%) and Portland, Oregon (5.2%).

Data quality and the impact of the pandemic

One of the biggest questions raised by this data release is the extent to which the pandemic affected the quality of the data. COVID forced the suspension of traditional door-to-door enumeration for months, leading to a truncated non-response follow-up period. This process was itself made more difficult by shifting timelines, residents worried for their health, restrictions on entering group quarters such as nursing homes, and changes of primary residence in response to the pandemic, among other things.

The Census Bureau has issued assurances that the results and data are "comparable to the population benchmarks" they have examined, but many local leaders and members of their communities are justifiably concerned about the impact that an inaccurate count may have on the allocation of trillions of dollars in federal funding over the next decade and on the redistricting process.

Adding to concerns about redistricting is the newly implemented disclosure avoidance system, the Census Bureau's method for safeguarding the privacy of personal information by injecting "noise" into data. A recent [Harvard Uni-](#)



[versity study](#) came to the troubling conclusion that "the DAS-protected data are biased against certain areas, depending on voter turnout and partisan and racial composition" and "can still inaccurately estimate the number of majority-minority districts."

Among other conclusions, the Harvard study authors found that the use of the 2020 DAS-protected data, compared with 2010 Census data, hindered the ability to draw districts of equal population, particularly for smaller districts such as state legislative and school board districts. The data, they found, also transfer population from racially mixed areas to racially segregated areas potentially leading to a distortion in the number of majority-minority districts. For cities and towns relying on accurate demographic information for their own local redistricting processes, bias resulting from DAS-injected noise at the block level stands to have a far greater potential impact than for redistricting processes at the state level.

We do not yet know all of the implications that the data — whether accurate or not — may have for cities, towns and villages over the coming years. Local leaders may need to approach the 2020 data with more caution than prior years and follow updates from the Census Bureau on data quality more closely than they have in the past. Some localities may have to weigh whether to commence the Count Question Resolution or Population Estimate Challenge process, both of which can be costly and have limited capacity to deliver redress.

This unique moment also reinforces the need for input from local leaders, who will have opportunities in the coming months to advocate on behalf of their communities to state and federal

■ CENSUS *continued on 22*

Law extends voting provisions through Dec. 15

By Jackie Lavender Bird

On July 29, Gov. Charlie Baker signed a [\\$261.6 million supplemental budget for fiscal 2021](#) that includes provisions to extend early voting through Dec. 15, 2021.

With regard to elections, the new law:

- Extends no-excuse absentee voting for all elections through Dec. 15, 2021
- Authorizes in-person early voting for any regular or special municipal preliminary, primary or general election on or before Dec. 15, 2021
- Authorizes early voting by mail for any regular or special or state preliminary primary or general election on or before Dec. 15, 2021
- Extends the right of voters ordered to quarantine to select an alternative location for delivery of ballots for annual or special municipal or state primary or election held on or before Dec. 15, 2021

- Allows a select board, board of selectmen, town council or city council — after a public hearing and by recorded and public vote at least 45 days prior to the date of an election — to opt-out of allowing early voting by mail for any annual or special municipal preliminary or municipal election

These COVID pandemic-related changes to election procedures, initially made in spring 2020, were extended by three months in March, but the extension ended on June 30. The extension through Dec. 15 covers city elections set for this fall.

The supplemental budget signed by the governor includes \$12.5 million for implementation of the December 2020 police reform law, with a specific focus on de-escalation training, use of force training and school resource officer training, as well as \$5 million for initial costs associated with the newly created Massachusetts Peace Officer Standards



Early voting will continue until Dec. 15.

and Training Commission.

The budget involves a range of additional spending for the fiscal year that ended on June 30, including \$131 million to help stabilize the early education and care sector.

Lawmakers and the governor have expressed support for easier access to mail-in voting and expanded early voting. Legislative leaders have signaled that they intend to take up a more comprehensive election reform bill this fall. ●

Massachusetts Municipal Cybersecurity Summit set for Oct. 7

The Massachusetts Municipal Cybersecurity Summit, designed to help municipal leaders, first responders, utility providers and IT personnel improve cybersecurity programs in their city or town, will be held on Oct. 7 as part of Massachusetts Cybersecurity Month.

Cybersecurity experts from state and federal organizations and the private sector will provide a better understanding of current cybersecurity issues and practical ideas for improving cybersecurity.

Highlighting the evolving federal policy

and available security resources to support local initiatives, the summit will feature keynotes from state and federal officials, updates on cyber threat actors, an overview on the risks of ransomware, and a workshop to build a better cybersecurity program for local communities.

The summit, created by the [MassCyberCenter](#) at the Mass Tech Collaborative, will be held on EventMobi, a dynamic virtual event platform that will provide opportunities for attendees to engage directly with each other and network throughout the event. Attendees may



schedule private networking meetings.

The summit is made possible through a Department of Homeland Security State-Share Grant awarded to the Mass-CyberCenter last October.

For more information and to register, visit www.MassCyberCenter.org. ●

MMA staff to continue to work remotely

The MMA's new office at 3 Center Plaza in Boston remains closed, and staff will continue to work remotely until at least mid-October.

While the COVID-19 vaccination rate in Massachusetts is one of the highest in the country, the current surge caused by the delta variant has complicated the MMA's reopening plans. Out of an abundance of caution for the health, safety and well-being of our staff and visitors, the MMA has determined that its physical office will remain closed as autumn

begins, instead of reopening after Labor Day as originally planned.

"While we're disappointed that we need to delay our return to in-person collaboration, MMA and MIIA staff will continue to provide first-class service to our members and member groups using all of the tools and resources that we put in place at the beginning of the pandemic," said MMA Executive Director Geoff Beckwith. "We look forward to welcoming staff, members, and guests to our new office as soon as it is safe to do so."

Members can continue to reach any member of the MMA and MIIA staff at their email address (first initial, last name @mma.org) or by calling 617-426-7272 and the person's extension number, which is [listed on the MMA website](#). The MMA's general email and voicemail are also monitored throughout the day.

Questions about MMA's office and remote work plans can be directed to Katie McCue at 617-426-7272, ext. 111, or kmccue@mma.org. ●

MMA comments on MassDEP's proposed water rules

By Ariela Lovett

In late July, the [MMA provided comments on the Massachusetts Department of Environmental Protection's proposed regulatory changes](#) under the Massachusetts Water Management Act.

The MassDEP's proposed changes to the Water Resources Management Program regulations (310 CMR 36.00) are promulgated under the Water Management Act (M.G.L. Ch. 21G), which regulates water withdrawals through registrations and permits to ensure an appropriate balance among competing water needs and the preservation of natural resources.

The proposed regulatory changes would add a new condition to registrations that would restrict nonessential outdoor water use during times of drought declared by the secretary of Energy and Environmental Affairs. Nonessential outdoor water use includes lawn watering, filling swimming pools, washing cars by means of a hose, and washing down buildings,

parking lots, driveways and sidewalks.

According to the MassDEP, the change would better align local water use during times of drought with the statewide Massachusetts Drought Management Plan (updated in 2019). It would also "help ensure adequate water to assure public health and safety and continued economic stability when water supplies are stressed by drought, and an appropriate balance among competing water uses and natural resources such as streamflow, wetlands, fisheries and wildlife habitat during drought."

The MMA formulated its comments after attending virtual public hearings on the proposed regulatory change, convening a special meeting of two MMA policy committees — Energy and the Environment and Public Works, Transportation and Utilities — and engaging in discussion with a range of stakeholders.

"We are aware that there is a broad and diverse range of opinion on the proposed changes," the MMA wrote. "Many

local officials are supportive of state intervention due to their desire for communities in affected regions to respond to drought conditions in a coordinated manner and in a meaningful way to confront one of the greatest environmental challenges of our time; many have concerns and reservations due to the lack of flexibility or enforceability of a state-imposed mandate; and many are opposed to the draft due to concerns that a one-size-fits all approach will disadvantage communities that are able to manage their water supplies on their own in an environmentally sound manner. All local officials are united in their commitment to preserve and protect the natural water resources of our Commonwealth."

The MassDEP intends to promulgate final regulations in the next few months. The MassDEP has posted the [text of the proposed revisions to the regulations and more information about the public process](#). ●

MassDOT releases new Chapter 90 informational resources

By Ariela Lovett

The Massachusetts Department of Transportation has updated its [Chapter 90 program web portal](#) and released several informational resources related to the program for municipalities.

A new [Municipal Guidance Document](#) reviews eligible expenses under the program and details project planning and implementation processes that are considered best practices.

The document provides instructions for municipalities to use MaPIT, a GIS-driven project initiation and screening tool developed by MassDOT that will now support Chapter 90 project requests. MaPIT replaces paper-based Chapter 90 request forms, which have been transferred to this online system.

Another new resource is a [toolkit designed to support local planning efforts](#). An Excel spreadsheet provides templates

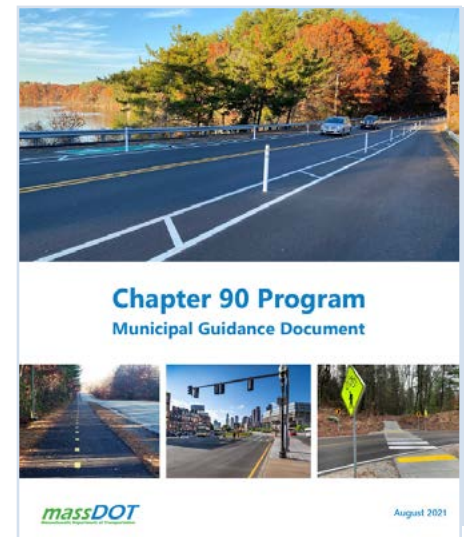
of the following documents:

- Annual Chapter 90 Checklist
- Asset Condition List
- Bridge Inventory List
- Infrastructure Budget
- Project Planning
- Project Prioritization Matrix (unweighted and weighted)

The MassDOT also developed a two-page [Quick-Start Guide](#) that briefly describes how the Chapter 90 funding allocation is calculated, what counts as eligible expenses, and how the program works.

The department notes that these new resources do not change any rules or regulations set forth for the Chapter 90 program and do not impact the funding authorizations established by the governor and the Legislature.

The [Chapter 90](#) program (authorized through M.G.L. Ch. 90, Sec. 34) provides reimbursement funding to municipal-



ities for the implementation of capital improvements on local public ways. ●

Report highlights leading clean energy communities

Cities and towns are taking ambitious steps to increase renewable electricity generation, reduce energy use, and shift to clean heating technologies, according to a new report from the [Environment Massachusetts Research & Policy Center](#).

“The best ideas for clean energy often start at the local level,” said Ben Hellerstein, state director for the center. “If we want to have cleaner air, healthier communities, and a safer future for our children, we need to move rapidly toward 100% renewable energy from sources like the sun and the wind. These communities are showing how to make it happen.”

The report, [Renewable Communities 2021](#), features the following seven case studies of Massachusetts cities, towns and regional agencies that are leading the way to 100% renewable energy:

Arlington and Winchester: A community outreach campaign resulted in 224 contracts signed for the installation of clean heating systems like air source heat pumps.

Cape and Vineyard Electric Cooperative: A coordinated approach to renewable energy deployment, bringing together dozens of municipalities and government agencies, has led to more than 50 megawatts of solar capacity

built or in development.

Chelsea: A proposed microgrid, managed by an innovative cloud-based system, would ensure clean, reliable power for buildings that provide key services to the community.

Mendon and Upton: A Solarize Mass Plus program offered residents a choice of six different clean energy technologies, including solar, battery storage, and air source heat pumps.

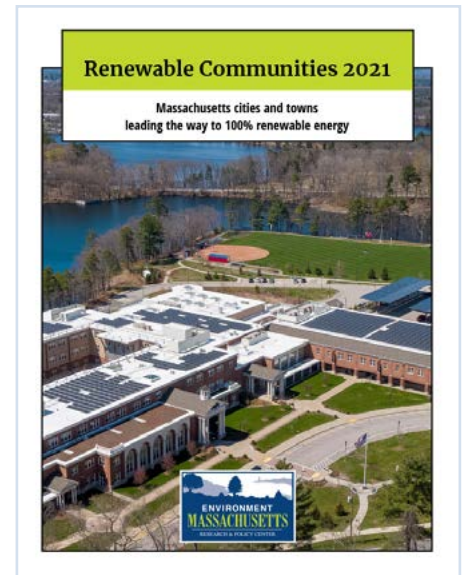
Natick: Town officials have pursued several strategies to increase the deployment of solar on municipal buildings and on homes.

Springfield: A 4.7-megawatt community solar array, built on a former landfill, is providing affordable electricity to hundreds of low-income residents.

Worcester: The city’s Community Choice Aggregation Program is providing residents with a higher percentage of renewable electricity from sources in New England.

At a virtual event on Aug. 17, local leaders discussed the findings of the report and shared their perspectives on the importance of municipal action on clean energy.

“The Solarize Mendon-Upton Campaign was all about engaging the commu-



nity around clean energy solutions,” said Anne Mazar, Mendon’s municipal representative for Solarize Mendon-Upton. “Despite the challenges posed by COVID-19, we were able to educate hundreds of residents about the potential to transition away from fossil fuels. Thanks to the efforts of local officials and volunteers, as well as support from the Massachusetts Clean Energy Center, our program succeeded in a big way. If we can do it, other communities can, too.” ●

Mass. communities join Cities Race to Zero climate campaign

By John Ouellette

Eight Massachusetts communities have joined cities around the world in a pledge to halve carbon emissions by 2030 — and reach net-zero emissions in the 2040s or sooner — to ensure a green and just recovery from the COVID-19 pandemic.

The global [Cities Race to Zero](#) campaign is rallying leadership and support from businesses, communities, regions and investors for a healthy, resilient, zero-carbon pandemic recovery that prevents future threats, creates jobs, and drives inclusive, sustainable growth.

The community-specific track of Race to Zero is working to recruit more than 1,000 communities to join the campaign. Massachusetts communities that have committed thus far are Beverly,

Boston, Cambridge, Lexington, Melrose, New Bedford, Northampton and Somerville.

The campaign seeks to:

- Build global momentum around the shift to a decarbonized economy ahead of the UN Climate Change Conference (COP26) in November
- Align local policies and programs with the actions that achieve the science-based targets needed for the community to build an inclusive and green economy aligned with the Paris Agreement

Cities Race to Zero is a collaboration between all of the global city networks (C40, ICLEI, Global Covenant of Mayors, UCLG, WRI and WWF).

Cities and towns that join commit to the



following five criteria:

1. Endorse Global Green New Deal Principles (created by C40 Mayors in 2019).
2. Pledge to reach net-zero in the 2040s, or by mid-century at the latest, and limit warming to 1.5°C.
3. Plan to set an interim 2030 science-based target consistent with a fair share of 50% global emission reductions.

■ **RACE TO ZERO** *continued on 16*

State agencies to update environmental justice protocols

By Ariela Lovett

Following the enactment of landmark [climate legislation](#) early this year, several state agencies are issuing new guidance or undertaking a stakeholder engagement process related to environmental justice.

According to state policy, “Environmental justice is based on the principle that all people have a right to be protected from environmental hazards and to live in and enjoy a clean and healthful environment regardless of race, color, national origin, income, or English language proficiency.”

The Executive Office of Energy and Environmental Affairs launched a [web portal](#) in June featuring the state’s updated [Environmental Justice Policy](#), which now includes the definition of an environmental justice population, as required by the [new climate law \(Chapter 8 of the Acts of 2021\)](#). The policy also now outlines a process by which some neighborhoods may be included or excluded from being designated as an environmental justice population.

The web portal includes a data set and [GIS maps](#) that identify environmental justice populations across the Commonwealth using 2020 U.S. Census data overlaid with three demographic criteria developed by the Executive Office of Energy and Environmental Affairs.

The number of municipalities containing an environmental justice neighborhood or block group increased to nearly 200 based on updated data analysis this year.

The Massachusetts Environmental Policy Act Office, under Energy and Environmental Affairs, plans to launch a formal regulatory process this fall, a key

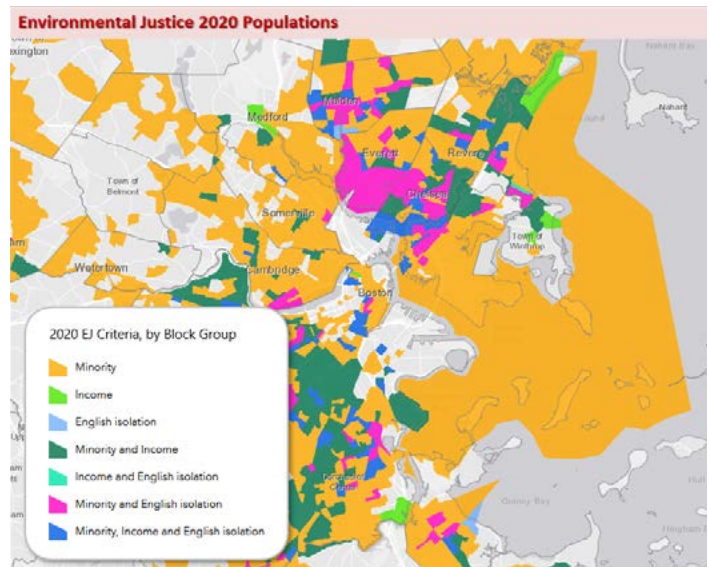
focus of which is the requirement under the new climate law that environmental justice considerations be incorporated into MEPA procedures.

MEPA requires state agencies to study the environmental impacts of projects requiring state permitting, financial assistance or land disposition, and to use all feasible measures to avoid, minimize and mitigate damage to the environment.

In recent months, the MEPA office has been revising its environmental justice outreach protocol, issuing [interim guidance](#) in advance of the formal regulatory process.

The office is forming an advisory committee of stakeholders to inform the process moving forward. The MMA has been approached about representing municipal interests on the advisory committee, but no official appointment has been made as yet.

The Department of Environmental Protection is developing new provisions for including [cumulative impact analyses in certain categories of air quality permits](#) as required under the new climate law. These provisions would also apply to cumulative impact analyses conducted



An Energy and Environmental Affairs web portal includes a data set and GIS maps that identify environmental justice populations across the Commonwealth using 2020 U.S. Census data overlaid with three demographic criteria.

by other state agencies, such as through the MEPA review process.

The MassDEP is holding preliminary stakeholder meetings regarding this effort on Aug. 31 in the afternoon and evening. Recordings of the meetings will be available on the agency’s [YouTube channel](#).

The stakeholder process for developing the cumulative impact analysis provisions will be open to the public and not informed by an advisory committee. To be added to an email list regarding future opportunities for stakeholder engagement in this process, contact Joanne Morin of MassDEP at Joanne.O.Morin@mass.gov or fill out the [online form](#). ●

DPH launches online Environmental Justice Tool

By Emanne Khan

In late July, the Department of Public Health’s Bureau of Environmental Health launched a new online [Environmental Justice Tool](#) to help further the state’s recently updated [Environmental Justice Policy](#).

City and town officials can use the tool to learn more about environmental justice and to create their own custom maps with information including envi-

ronmental and infrastructure data.

According to the Environmental Justice Policy, first released by the Executive Office of Energy and Environmental Affairs in 2002 and updated in 2017 and 2021, “Environmental justice is based on the principle that all people have a right to be protected from environmental hazards and to live in and enjoy a clean and healthful environment regardless of



■ **JUSTICE TOOL** *continued on 19*

\$17.3M awarded for dams, coastal infrastructure

The Baker-Polito administration on July 28 announced more than \$17.3 million in grants to address failing dams, coastal infrastructure, and levees across the Commonwealth.

The 32 grants from the Executive Office of Energy and Environmental Affairs' Dam and Seawall Program will support permitting and construction projects in 28 cities and towns: Acton, Ashfield, Braintree, Brockton, Chicopee, Dracut, Dudley, Essex, Gardner, Gloucester, Hull, Ipswich, Leominster, Marshfield, New Bedford, Northborough, Oxford, Peabody, Quincy, Salem, Saugus, Somerset, Stow, Springfield, Wareham, Weymouth, the Wildlands Trust in Kingston, and Worcester.

The announcement was made by Gov. Charlie Baker, Lt. Gov. Karyn Polito, En-

ergy and Environmental Affairs Secretary Kathleen Theoharides and state and local officials at Haskell Pond Dam in Gloucester.

"The Commonwealth's cities and towns are seeing the impacts of climate change every day, and our administration is committed to providing needed funding to support critical resilience projects to address these issues," Gov. Baker said. "These grants will help municipalities make substantial progress to maintain and repair aging dams and seawalls across Massachusetts."

The Dam and Seawall Program has now provided more than \$95 million in grants and loans to address deficient dams, seawalls, and levees since the program began in 2013.



On July 29 at Haskell Pond in Gloucester, Gov. Charlie Baker announces more than \$17.3 million in grants to address failing dams, coastal infrastructure and levees across the Commonwealth. (Photo courtesy Joshua Qualls/Governor's Press Office)

The [list of grant recipients is available on the governor's office website.](#) ●

Applications open for FY22 Workplace Safety Training grants

The Department of Industrial Accidents' Office of Safety is accepting applications through Dec. 31 for the fiscal 2022 [Workplace Safety Training grant program](#).

The program awards funds to eligible applicants who submit responses designed to provide and improve safety education and training in occupational safety and health to employers and employees within the Commonwealth covered by the Massachusetts workers' compensation law (Ch. 152).

Organizations are encouraged to apply as soon as possible to have the maximum opportunity for funding. If the number of qualified applicants exceeds funding availability, subsequent applications will continue to be accepted and evaluated. Those that qualify will be placed on a waiting list should funding become available.

The grant application and contractual documents, [available online](#), are writable PDF files. When applying, include the name of your organization in the subject line of the

email.

The original grant application and all supporting documents as outlined in the safety grant check off summary must be typed and emailed as one document to safety.grant@mass.gov. Multiple attachments and zip files will not be accepted.

Those with questions or requests for assistance with the grant application only should contact Deven Awalt or Maria Pesantes at deven.awalt@mass.gov or maria.pesantes@mass.gov. ●

Administration announces vaccine requirement for state employees

By John Ouellette

On Aug. 19, Gov. Charlie Baker issued an [executive order](#) requiring all executive department employees to provide proof of COVID-19 vaccination within 60 days. Employees who are not vaccinated or approved for an exemption as of Oct. 17 will be subject to disciplinary action, up to and including termination.

Some 42,000 state employees must provide proof that they have received either the required two doses of the Moderna or Pfizer vaccine or the single dose of the Johnson & Johnson vaccine. The policy applies to employees working in-person as well as those who are teleworking.

Employees for whom vaccination is medically contraindicated or who object to vaccination on the grounds of sincerely held religious reasons may be entitled to

an exemption from the requirement.

According to the order, the executive department includes the office of the governor, any executive office of the Commonwealth, as defined in state law, and any agency, bureau, department, office or division within or reporting to an executive office.

The administration said it will continue to work with labor unions regarding the new policy, and specific ramifications of non-compliance for staff represented by unions will be discussed well in advance of Oct. 17 with each employee union. Management employees not in compliance will also be subject to disciplinary action up to and including termination.

Employees will receive information about the process by which they may provide vaccine verification to the state. All

documentation related to an employee's COVID-19 vaccinations will be maintained confidentially.

As new guidance is issued by the U.S. Centers for Disease Control and Prevention in the future regarding booster vaccine doses, executive department employees will also be required to provide proof they have received those doses as well, by a deadline to be established.

The new state policy does not allow for being subjected to regular testing as an alternative to getting vaccinated.

The executive order says the executive department, as the state's largest employer, "can lead in promoting policies to ensure the health and safety of all Massachusetts workers and residents." ●

Select Board group to discuss affordable housing

The Massachusetts Select Board Association will host a free Zoom webinar on Friday, Sept. 10, to discuss how municipal leaders can create affordable housing in their towns.

The affordable housing shortage is confronting municipalities across the Commonwealth, as demand continues to far outpace supply. Municipal officials are faced with the task of developing solutions that will work best for the situations in their communities.

During the webinar, a panel of housing experts will discuss what it means to be a housing-friendly community, different approaches to developing affordable housing, and how to cultivate community



Dottie Fulginiti

Jennifer Van Campen



Judi Barrett

director, owner and operating manager of Barrett Planning Group, LLC; and Jennifer Van Campen, executive director of Metro West Collaborative Development.

The webinar will run from 9:30 to

10:30 a.m. An email with the registration link has been sent to all select board members. Advance registration is required.

Contact: MMA Member Services Coordinator Isabelle Nichols at inichols@mma.org

buy-in for affordable housing projects.

Speakers will include Easton Select Board Chair Dottie Fulginiti, who is an economic recovery planner with the Old Colony Planning Council; Judi Barrett, planning

ATFC to hold Annual Meeting this fall as 3-part webinar

The Association of Town Finance Committees will hold its Annual Meeting this fall as a three-part Zoom webinar series.

The webinars will be held on Oct. 21, Oct. 28 and Nov. 4 from 7 to 8:15 p.m. The Oct. 21 session will include a legislative and budget update from MMA staff, and the following two webinars will focus on

budgeting and a legal roundtable.

The ATFC will also hold its business meeting at the beginning of the first session, on Oct. 21, including election of the Governing Board for 2022. Anyone interested in serving on the Board should contact Denise Baker at the MMA at dbaker@mma.org.

The association is updating its Finance

Committee Handbook, and the new edition will be published in digital form by the first session. All communities that have paid fiscal 2022 dues will receive access at that time. All members have received a first dues notice.

Contact: MMA Senior Member Services Coordinator Denise Baker at dbaker@mma.org

Town Report Contest entries due Oct. 1

The MMA is now accepting entries for the Annual Town Report Contest.

First-, second- and third-place winners will be selected from each of three population categories: less than 5,000; 5,001-15,000; and 15,000-plus. Winners will be recognized and given a certificate during the MMA's 2022 Annual Meeting & Trade Show in January.

Judging criteria include:

- Attractiveness of report cover and layout
- Material arrangement
- Presentation of statistics and data
- Summary of the year's achievements

- Evidence of local planning for the future
- Practical utility of report

Each entry will be reviewed by two judges, chosen based on their expertise in the field and their ability to remain impartial.

To enter electronically, please complete the [form on the MMA website](#) with a link to, or a PDF of, the town report. Or, send two copies of your town's 2020 report to: Town Report Contest, Massachusetts Municipal Association, 3 Center Plaza, Suite 610, Boston, MA 02108.

Entries are due by Friday, Oct. 1.

For more information, contact Alandra



Winning town report entries from 2020

Champion at the MMA at 617-426-7272, ext. 121, or achampion@mma.org.

ANNUAL MEETING

Continued from page 1

diversity, equity and inclusion, fiscal issues, municipal law, board relations, community engagement, energy, housing, labor law, economic development, adult-use marijuana, recycling and transportation.

The meeting kicks off with a special session

to help first-time attendees get the most from the opportunity.

The last in-person MMA Annual Meeting, in January 2020, was attended by a record 1,300 local leaders, and the Trade Show featured more than 225 exhibitors. The 2021 Annual Meeting was held virtually.

Companies, nonprofits and government

agencies interested in exhibiting at the meeting will be able to find [details and contract information on the MMA website](#) in early September. For Trade Show and Partnership Program information, contact Karen LaPointe at 617-426-7272, ext. 154.

MMCA to discuss civility and productivity on Sept. 14

The Massachusetts Municipal Councillors' Association will hold a "lunch and learn" webinar on Tuesday, Sept. 14, titled "The Rules of Engagement: Promoting Civility and Productivity in Council Meetings."

The free meeting will focus on how city and town councillors can have efficient and effective conversations among themselves and with the public during council meetings. The role of the council president will be addressed, as well as best practices for rules that govern behavior and the management of meetings.



Jeff Nutting

Michael Ossing

The speakers will be Marlborough City Council President Michael Ossing and retired Franklin Town Administrator Jeff Nutting. Ossing is serving his 22nd

year on the council. Nutting has more than 40 years of municipal management experience and has conducted more than 100 retreats and goal-setting sessions for select boards and city and town councils.

Waltham City Councillor and MMCA Board Member John McLaughlin will moderate the Zoom meeting, which will run from noon to 1 p.m.

All city and town councillors are invited. [Click here for online registration.](#)

Contact: MMA Senior Member Services Coordinator Denise Baker at dbaker@mma.org

Entries sought for municipal website contest

The MMA is looking for the best municipal websites for its annual awards, which will be presented during the 2022 MMA Annual Meeting.

The awards recognize excellence in customer service, functionality, convenience and government transparency delivered by a municipal website.

To enter the contest, chief municipal officials may simply visit www.mma.org and fill out a short nomination form.

The entry deadline is Friday, Oct. 1.

The awards recognize the best municipal websites in four population categories: under 5,000; 5,001-12,000; 12,001-

25,000; and 25,000-plus. One winner is selected for each category.

Judges evaluate municipal websites based on the following criteria:

- Current and timely information
- Use of social media and tools for online community engagement (including the use of an events calendar)
- Intuitive navigation tools and organization of material
- Ease of access to resources for residents, such as the ability to apply for licenses and permits, pay bills, order documents, and make

suggestions

- Availability of public records
- Clear branding as the official municipal government site
- Intuitive navigation tools and organization of material
- Robust search function
- Mobile-responsive design
- Details about municipal departments
- Visual appeal and overall experience

For more information, contact Alandra Champion at achampion@mma.org.

MMA prepares to publish 2021-2022 Municipal Directory

The MMA is continuing its work on the 2021-2022 Massachusetts Municipal Directory and expects to publish the guide early this fall.

The directory will again be made available in a PDF format, with live links allowing municipal leaders to connect more easily with online municipal, state and federal resources.

The Massachusetts Municipal Directory is a comprehensive resource for municipal data and for connecting with colleagues. It includes listings of local officials and contact information, as well as demographic and financial data, for all of the state's 351 cities and towns. There are also sections devoted to state and federal government agencies, relevant professional organizations, and regional school districts, as well

as a guide to products and services for municipalities.

As always, the MMA greatly appreciates the help of local officials across the state who used the MMA's online tool to update the information for their communities over the past few months, and who continue to provide updates when their communities experience personnel changes throughout the year.

For members, MMA dues cover the cost of the directory. Other readers interested in receiving access to the Massachusetts Municipal Directory [can order it online.](#)

For more information, contact Directory Editor Jennifer Kavanaugh or Database Administrator Ruby Sadoques at directory@mma.org.

– Jennifer Kavanaugh



MMA relaunches MassTown Careers campaign

By John Ouellette

The MMA this month is relaunching its MassTown Careers campaign, an initiative aimed at attracting a new generation of workers to rewarding careers in the state's 351 cities and towns.

Initially launched at the 2020 MMA Annual Meeting, [MassTown Careers](#) was conceived to raise awareness about the appeal of municipal jobs as a career choice for candidates of all ages. The heart of the campaign is [video testimonials](#) featuring Massachusetts municipal employees highlighting the wide range of available jobs and the many rewards of working for cities and towns.

MassTown Careers 2.0 has been bolstered by new first-person stories that reflect the commitment to diversity by the MMA and Massachusetts cities and towns. The campaign website, [MassTownCareers.org](#), features 15 short individual testimonials, three overview videos, and [resources that cities and towns can use to bolster the campaign](#) through their own social media and

websites.

A social media campaign on the MMA's [Facebook](#), [Twitter](#) and [LinkedIn](#) channels will be supplemented with some paid, targeted placements to draw attention to the campaign. MMA members are encouraged to amplify these posts in their own social media work.

Facing a wave of retirements and a highly competitive job market, cities and towns confront a growing challenge in filling a diverse range of jobs, including in the areas of management, finance, information technology, public works and more.

MassTown Careers encourages job-seekers and college students to:

- Discover great jobs in cities and towns all over Massachusetts
- Work in or near their hometown
- Do important work that really matters!

The campaign shows prospective new employees that working for a Massachusetts town or city means competitive pay, excellent benefits, job security, a



In a MassTown Careers video, Assistant Town Manager Kimberly Williams discusses how her work affects residents' daily lives in Bridgewater.

great quality of life, and the ability to make a difference in the lives of people in the community.

The MMA encourages members to visit [MassTownCareers.org](#) and join the campaign! ●

MMHR to hold Fall Conference virtually on Sept. 23 and 30

Due to concerns about the ongoing pandemic, Massachusetts Municipal Human Resources will convert its annual Fall Conference to a two-day Zoom webinar series, to be held on Thursdays, Sept. 23 and 30, 9-11:30 a.m.

The theme will be "hitting the reset button," and the conference will feature sessions covering topics such as "rebranding" for municipalities, engagement and retention of a diverse workforce, revisiting the Massachusetts Equal Pay Act, and succession planning.

Suzi Robinson, founder of the brand strategy firm Brand2x and a member of the Bridgewater Finance Committee, will kick off the first day of the series with a discussion on how municipal human resources departments can effectively use branding strategies when trying to attract new talent.

Joellen Cademartori, CEO and co-owner of GovHR USA, will close out day one



Joellen Cademartori

Maura McLaughlin



Suzi Robinson

with a discussion on succession planning and the steps that municipal HR departments can take to reduce disruptions caused by employee turnover and ensure effective transitions.

Attorney Maura McLaughlin, a partner at Morgan, Brown and Joy, will open the second day of the conference with a conversation about pay equity, including a review of the Massachusetts Equal Pay Act, federal pay equity laws, and how to conduct an internal pay equity audit.

The registration fee for the series is \$75 for members and \$90 for nonmembers, which includes access to the webinar recordings and any followup materials. The webinars must be purchased as a series, and recordings will be available only to those who have paid for the series.

Registration must be completed by Sept. 22 at noon in order to attend either webinar in the series. To register and view a detailed schedule, visit [www.mma.org](#).

Contact: MMA Member Services Coordinator Isabelle Nichols at inichols@mma.org

Maintaining safety and professionalism in public service

By Joyce McMahon

The unprecedented and lengthy COVID-19 pandemic, combined with the volatile national political atmosphere, have left many people feeling confused and on edge. Some are acting and lashing out in ways they might not have before.

Among the recipients of these outbursts are public employees, board and committee volunteers, and elected officials. Local and regional news outlets have published numerous stories about contentious public hearings and board meetings where things got out of hand. And in some communities, public officials are reporting a loss of civility that sometimes reaches the level of bullying and threats to their safety. As a result, some are stepping away due to these conditions.

COVID can't be blamed for all the bad behavior, but acting out by members of the public has been on the increase, according to Lin Chabra, member services manager for MIIA.

"During a recent focus group, we learned from municipal human resource representatives that they are witnessing an increase in unprofessional, often frustrating, or angry interactions involving workers and residents in the workplace," she said. "We understand this COVID period has presented many challenges to individuals as well as municipalities, and we have

worked with the MIIA Employee Assistance Program to offer two de-escalation trainings to help employees learn the skills they need to make these difficult interactions more professional and productive for all parties."

The first training, "Dealing With an Angry Public in a Post-COVID Environment," aims to help municipal employees learn how today's unique pressures have thrown many into a perpetual fight-or-flight response. The second is "De-Escalation Techniques for Municipal Employees."

Management strategies

Here are some of the key points to understanding what might be going on with someone who is acting out, as well as some strategies to manage the situation:

Escalation can come about when a person feels threatened and afraid, triggered and/or overwhelmed, out of control, minimized and invalidated, disrespected and attacked, ignored and not heard, unwanted and rejected, or entitled.

According to the [Joint Commission](#), the nation's largest standards-setting and accrediting body in health care, the following are the [10 best ways to de-escalate a situation](#):

- Be empathetic and non-judgmental. Focus on understanding the person's feelings, whether or not you think those

feelings are justified.

- Respect personal space. If possible, stand 1 ½ to 3 feet away from the person.
- Keep your tone and body language neutral. The more a person loses control, the less they hear your words.
- Avoid overreacting. Remain calm, rational and professional. How you respond to their behavior can affect whether the situation escalates or defuses.
- Focus on the thoughts behind the feelings. Some people have trouble identifying how they feel about what's happening to them. Watch and listen carefully for the person's real message.
- Ignore challenging questions. If a person challenges your authority, redirect their attention to the issue at hand.
- Set limits. If the person's behavior is belligerent, defensive or disruptive, give them clear, simple and enforceable limits. Offer concise and respectful choices and consequences.
- Choose wisely what you insist upon. If you can offer a person options and flexibility, you may be able to avoid unnecessary altercations.
- Allow silence. By letting silence occur, you are giving the person a chance to

■ MIIA continued on 24

MIIA offers OSHA Fundamentals Certificate Program

The first mandatory class in the OSHA Safety and Health Fundamentals Certificate Program will be held online on Tuesday, Sept. 14, 8 a.m.-2:30 p.m.

Safety officers, town managers, and department heads or individuals designated with the responsibility to develop and maintain a safety and health program or system should attend. This training is suitable for safety leaders, committee members, human resources, and safety professionals responsible for

improving the safety and health culture and best practices in their workplace.

This first course in the series, OSHA #7500 — Introduction to Safety and Health Management, covers the effective implementation of an organization's safety and health management system. Learning objectives address the seven core elements of an effective safety and health program and issues critical to each element's proper management. Core elements include

Management Leadership, Worker Participation Hazard Identification and Assessment, Hazard Prevention and Control, Education and Training, Program Evaluation and Improvement, and Communication and Coordination for Host Employers, Contractors and Staffing Agencies.

To register, visit www.emiia.org and click on the Quick Link "Calendar Link to Training." ●

Around the Commonwealth

Boston

City launches pilot program to address 911 mental-health calls

Amid a nationwide push to rethink policing strategies and reduce the use of force when possible, a new Boston program seeks to scale back police involvement in 911 mental-health calls.

Last month, Acting Mayor Kim Janey announced a pilot program encouraging greater use of mental-health workers, EMTs and trained community members during 911 mental health calls. In a city that received 10,000 such calls last year, officials are seeking to de-escalate fragile mental-health interactions while easing the strain on police resources.

“This mental-health response will help us evaluate how to deliver the best possible response for our residents when they are in crisis,” Janey said during an Aug. 5 press conference. “These investments will help connect residents and their families with the care they need. They will also help us send officers to where they are needed most.”

In April, Janey asked the city’s Mental Health Crisis Response Working Group to design a pilot program to strengthen Boston’s mental-health response. For 15 weeks, leaders from the city’s Health and Human Services Cabinet, along with police, emergency medical services and the mayor’s office, reviewed existing city protocols and best practices nationwide, surveyed residents, and held community listening sessions.

“We went into this conversation with people saying, ‘No police, no police, no police,’” said Marty Martinez, Boston’s health and human services chief. “That was the framing that we started with, and then we met with neighborhood groups who said, ‘No, we want it to be a better police response, not no police response.’”

The pilot program, which includes three models, introduces new approaches and formalizes other strategies that had already been employed on a case-by-case basis.

The first model, co-response, pairs police officers and mental-health workers for



Kim Janey

on an ad hoc basis.

And starting in October, dedicated co-response cars carrying officers and mental-health workers will serve neighborhoods that produce the city’s highest volume of mental-health calls. These vehicles existed previously, but hadn’t responded to mental-health calls exclusively.

For mental-health calls not presenting public-safety risks, police will step back. In community meetings, Martinez said, residents described the anxiety caused by the sight of police officers.

“Just the presence of a uniform can do that in our communities, and we get that,” Martinez said. “And the police understand that as well. They don’t want to escalate a situation that doesn’t need to be.”

For those calls, the second model will pair teams of EMTs and mental-health workers. The city is working out the details with the unions, which have expressed support for the overall plan, Martinez said. When finalized, this model of response will be made available citywide.

In the third model, the city will engage trained community members paid by nonprofits. This month, the city plans to issue a request for proposals for a facilitator to lead that effort, and in December it hopes to begin a community-design process to develop this model further.

Martinez said dispatchers already have extensive training in analyzing risk in 911 calls, and additional training is expected. The city will also continue its decade-long partnership with the Boston Emergency Services Team, led by Boston Medical Center, which provides mental-health workers.

Boston will fund the pilot project with

calls posing public-safety risks. Beginning this month, dispatchers will automatically ask if co-response teams are available to respond to those mental-health calls; in the past, they had done so

\$1.75 million from the Health and Human Services’ fiscal 2022 budget, and plans to hire an evaluator to examine how the efforts have been working. Depending on the pilot’s outcomes, Martinez anticipates that more permanent programs will require a deeper financial investment.

– Jennifer Kavanaugh

Shrewsbury

Municipal utility establishes net-zero roadmap

In late July, the Shrewsbury Electric & Cable Operations Commission unanimously adopted a power supply policy to achieve net-zero carbon emissions by 2032, well ahead of the 2050 goal set by the Commonwealth earlier this year to be met by all utilities.

SELCO, originally established as an electric utility in 1908, provides electric, cable, telephone and internet services to residential and commercial customers in Shrewsbury.

“Our accelerated timeline allows SELCO to serve as the bedrock for the clean energy transition across all other sectors,” said Jackie Pratt, director of integrated resources and communications. “For example, reaching our net-zero goal in advance of the state’s target makes electrification of transportation and heating an even more effective strategy for reducing emissions. That means adoption of electric vehicles or heat pump technology by Shrewsbury residents, businesses or municipal government will be carbon-free well ahead of the state’s 2050 goal.”

The newly approved [power supply policy](#) is a roadmap for the management team to use to evaluate and make decisions about how to procure energy and secure carbon-free resources, Pratt explained. It will be used to evaluate each project and contract and will guide the acquisition and retirement of renewable energy certificates (RECs) by the utility.

SELCO’s current baseline energy mix includes nuclear (nonrenewable but not emitting), hydro, solar and the purchase and retirement of RECs. The goal, Pratt said, is to build off the baseline by adding

Around the Commonwealth



more renewables and retiring RECs to offset other sources that are emitting.

The policy sees the utility increasing its non-emitting power supply by 5% each year, from a starting point of 45% this year, to reach the 2032 goal, and commits to providing customers with reliable electric service at the lowest possible cost. The policy will be renewed annually by the five-member commission.

In a statement, General Manager Christopher Roy said, “This approach balances both fiscal and environmental responsibility, resulting in the average customer seeing a monthly bill impact of around \$1 in 2021 and increasing to about \$5.60 in 2032. We believe this accelerated schedule is in alignment with customer priorities, meets or exceeds community goals for net-zero emissions, and helps establish SELCO as an industry leader.”

At least three other municipal utilities have announced plans to reach net-zero emissions ahead of the state goal, including those in the towns of Belmont, Concord and Hull.

– Meredith Gabriliska

Norton

New free parking lot helps Village Center businesses

The town of Norton opened a new municipal parking lot in early July as part of its plan to transform the Village Center, where businesses faced a “significant” lack of parking for patrons, according to Director of Planning and Economic Development Paul DiGiuseppe.

The new lot, located on West Main Street, offers free parking for approximately 30 vehicles.

Norton formally recognized the Village Center as a zoning district in October 2020, with the goal of “transforming the center into a vibrant and walkable destination,” [according to the town’s website](#).

At the time, the Village Center did not offer on-street parking, and visitors to downtown businesses were limited to on-site parking in businesses’ private lots.

Bog Iron Brewing, at 33 West Main St., is one of the establishments that experienced the impacts of the limited parking options. Since moving into its downtown location in 2011, owner Brian Shurtleff said Bog Iron “quickly hit a [financial] ceiling” due to the lack of nearby parking, combined with a mandated headcount driven by the building’s reliance on a septic rather than sewer system.

“Even though we’ve got quite a bit of square footage available to us, our headcount capacity has always been capped at only 49 people, which, for our business, is just not sustainable,” Shurtleff said.

Norton moved to address the septic issue in 2019, when it began work on a project to install a sewer system in the West Main Street area to allow businesses like Bog Iron to increase their official capacities. As the transition to sewer reached its final stages this year, however, the parking challenge remained.

With the completion of the sewer project, Shurtleff recognized an opportunity to solve the parking problem. Shurtleff approached DiGiuseppe about the downtown lot that the Water and Sewer Department had been using as a staging site for the sewer project, with the idea of repurposing it as a parking lot.

“My initial reaction [to the idea] was, ‘Why didn’t I think of that?’” DiGiuseppe said. “And, ‘Let me go to the town manager and see what we can do.’”

DiGiuseppe worked with Norton Town Manager Michael Yunits to secure approval for the parking lot from Water and Sewer Superintendent Frank Fournier, who provided an estimate of when the sewer project would conclude and preparations for the lot could begin. With Fournier’s timeline and the support of Norton’s Select Board, Highway Superintendent Keith Silver initiated the transformation of the land into a gravel lot.

The entire process, from proposal to execution, took “somewhere between six and nine months,” according to DiGiuseppe. He called the lot “a low-cost improvement.”



Norton’s new free municipal parking lot can accommodate about 30 cars.

The revitalization of the Village Center is an ongoing process, and Norton is participating in the Baker-Polito administration’s [Rapid Recovery Plan Program](#) to bolster the Village Center’s economic recovery from COVID-19. Through the program, Massachusetts communities are matched with “Plan Facilitators” who recommend projects to revive struggling downtowns.

While the parking lot was not explicitly part of the Rapid Recovery Plan, it nevertheless contributes to the downtown revitalization effort. Word is still getting out to the community about the lot’s availability, but Shurtleff said he hopes the parking lot and sewer project together will make the Village Center more attractive to business owners.

“This area has always suffered horribly from infrastructure problem[s],” Shurtleff said. “So my hope for this area is you’re going to start seeing other business owners [recognize] this area as dramatically more viable.”

For communities looking to initiate similar projects, DiGiuseppe stressed the importance of connecting with local stakeholders.

“It’s so critical to just talk with your businesses and let them tell you what their needs are,” DiGiuseppe said.

– Emanne Khan

This monthly column features regional and local news briefs related to local government in Massachusetts. To suggest a news item for this column, email editor@mma.org.

MMHR to hold Labor Seminar Oct. 22, Nov. 4

Due to concerns about the ongoing COVID pandemic, Massachusetts Municipal Human Resources will hold its annual Labor Relations Seminar as a Zoom webinar series on Friday, Oct. 22, and Thursday, Nov. 4, both from 9 to 11:30 a.m.

The first session will feature a keynote by Malia Lazu, an award-winning, tenured strategist in diversity and inclusion. She will focus on how municipal employees can create a workplace culture that will increase the effectiveness of diversity and inclusion efforts.

Lazu has more than two decades of experience building diverse cultures in the political and civic space. She is founder of the Lazu Group, a multicultural



Malia Lazu

Management Group at the MIT Sloan School of Management.

The Oct. 22 session will also feature an MMA legislative update and a labor law update covering major cases in the labor area.

consulting firm that specializes in transforming people, places and companies for a more inclusive world. She is also a lecturer in the Technological Innovation, Entrepreneurship and Strategic

The second session will feature two back-to-back workshops covering important topics in labor and employment.

The registration fee for the series is \$75 for members and \$90 for nonmembers, which includes access to the webinar recordings and any followup materials. The webinars must be purchased as a series, and recordings will be available only to those who have paid for the series.

Registration must be completed by Oct. 21 at noon in order to attend any of the webinars in the series. Registration and a detailed schedule will be available in mid-September on www.mma.org.

Contact: MMA Member Services Coordinator Isabelle Nichols at inichols@mma.org

WEMO to hold 3rd annual Leadership Conference on Oct. 15

Due to concerns about the ongoing COVID pandemic, Women Elected Municipal Officials will hold its third annual Leadership Conference as a Zoom meeting on Friday, Oct. 15, from 10 a.m. to noon.

The free conference will focus on the crucial role that women leaders play

in recovery efforts to establish strong, healthy communities.

A keynote speaker will be followed by a series of breakout sessions focusing on the topics of diversity, equity and inclusion, and climate resilience, with an emphasis on municipal initiatives to address these challenges.

Additional details will be available in the coming weeks. A registration link will be emailed to all WEMO members in mid-September, and advance registration is required.

Contact: MMA Member Services Coordinator Isabelle Nichols at inichols@mma.org

MMA-Suffolk to offer three finance seminars in 2022

The MMA and Suffolk University are announcing that they will offer three MMA-Suffolk Municipal Finance Management Seminar programs in 2022.

The seminars will be held via Zoom over the course of five Fridays, with tentative start dates as follows:

- Winter 2022: Jan. 7
- Spring 2022: March 4
- Fall 2022: Oct. 21

The third program is being added due to an overwhelming response from cities and towns.

“We’ve seen great success with the program and are addressing a longstanding

need,” said John Petrin, a retired town manager and senior fellow and liaison for the MMA-Suffolk programs. “We’re filling an important gap in preparing the next generation of municipal finance professionals.”

The seminar is designed to provide an overview of municipal finance in Massachusetts, including the operational aspects of finance structure, systems and processes in Massachusetts cities and towns. Topics include budgeting, financial reporting, treasury functions, property assessment, and costing out contracts.

The seminar is for municipal officials interested in furthering their careers in

municipal finance or employees who are new to municipal finance. Applicants must be currently employed by a city or town, and must have the approval of their municipal manager, administrator or mayor to apply.

[A new rolling application is available online as a fillable PDF.](#) Applicants can choose which seminar they would like to be considered for, and will be informed of their status at the end of the application period.

For more information, visit mma.org/suffolk or contact Katie McCue at 617-426-7272, ext. 111, or kmccue@mma.org.

RACE TO ZERO

Continued from page 7

4. Proceed to planning and implementing at least one inclusive climate action as fast as possible that aligns with what is required to achieve the 2030 targets

(e.g., procure only zero-emission buses from 2025).

5. Publish the community’s target and actions, and report progress annually.

[Case studies, implementation guides and technical reports are available on-](#)

[line](#) to help local staff in learning how to implement these actions.

For more information, contact info@citiesracetozero.org or visit www.citiesracetozero.org.

ARPA

Continued from page 3

earners, those with limited English proficiency, and others.

Throughout the span of ARPA, local governments should consider and measure equity at all stages of program development. Leaders must also ensure that residents and businesses are equally made aware of resources provided by their city or town.

By gathering data through stakeholder surveys, local governments can identify and measure not only overall community needs but also the economic impacts of COVID. Kobayashi recommends repeating surveys over time in order to track and demonstrate progress. Measuring changes in disparities helps to ensure that the hardest-hit populations can benefit from ARPA funds when needed most.

Mitchell, of ELGL, pointed out why the Treasury encouraged local governments to engage residents around ARPA spending in the first place.

“Public input and engagement is critical to understanding the needs of our most vulnerable community members,” she said. “But we need to do that better and take it a step further. It’s our responsibility as municipal entities to be creative in this process. The more we do this, the better we get at truly understanding our community’s needs.”

Data tells a story

When it comes to change that lasts, communities must be transparent and share the story told by the data. By sharing what is working and what is not, local governments can continually improve.

Survey data will help local governments tell the story of their recovery and help them decide how to move forward, building the foundation for long-term success. It also meets Treasury guidelines, which will help the federal government understand the impact of ARPA dollars on the community. Gathering data on an ongoing basis is critical for local governments to qualify for ARPA funding in the coming years.

“It’s important to ask residents if the dollars spent make them feel like their lives have improved or not,” Wallace said.

Cities and towns can collect information through community engagement and other methods to see how their interventions worked — or didn’t. Then they can report back to residents to tell the story of the data.

The need for transparency extends to local governments’ relationships with their own communities. Once local government leaders conduct a survey, they should share the results with their constituents and explain how they plan to make decisions based on that feedback.

Jen Aceto is Associate Product Manager at Polco. This article was originally published on Aug. 13 in the National League of Cities’ CitiesSpeak blog.

Send us your Municipal Innovation Award entries!

- Has your community been working on a new and unique project?
- Do you have a solution to an issue faced by many municipalities?
- Has your community found a way to improve efficiency in providing municipal services?

If so, your community should enter the MMA’s Innovation Award contest!

The Kenneth E. Pickard Municipal Innovation Award is sponsored each year by the MMA to recognize municipalities that have developed unique and creative projects or programs to increase the effectiveness of local government. It is named in honor of Kenneth E. Pickard, executive secretary of the Massachusetts League of Cities and Towns from 1969 to 1973. Any city or town that is a member of the MMA is eligible to apply. The awards will be presented at the MMA’s Annual Meeting & Trade Show in January 2022.

Entries are due by Friday, Oct. 1.

HOW TO ENTER

- Fill out the summary sheet found on the MMA website (at www.mma.org/mma-annual-meeting/awards), including a description of the project, the groups and individuals involved, goals, strategy, results and funding structure.
- Have your community’s chief municipal official sign the nomination form (found at www.mma.org/mma-annual-meeting/awards).
- Include any additional materials that would assist the judges in understanding the project or program. Feel free to send photos, brochures, maps, newspaper articles, videos, etc.

Entries MUST include a summary sheet and signed nomination form and must be submitted by email.

JUDGING

Entries are judged by the following criteria:

- Project originality or novelty
- Adaptability to other communities
- Cost-effectiveness
- Efficiency or productivity
- Improvement of a municipal service / administration / performance
- Consumer / community satisfaction

Please send one electronic copy to achampion@mma.org.

For more information, please contact Alandra Champion at the MMA: 617-426-7272, ext. 121, or achampion@mma.org.

Select board group discusses future of public meetings

By Isabelle Nichols

The [future of public meetings was the topic of the fourth and final webinar](#) in the Massachusetts Select Board Association's Leadership Conference series on July 28.

Franklin Town Administrator Jamie Hellen kicked off the meeting with a discussion about how the town has transitioned from all-virtual to hybrid board and committee meetings that allow for a combination of virtual and in-person participation. Hellen showed how Franklin's Town Council chambers have been set up to allow the council, staff, presenters and meeting participants to attend meetings in-person while the public joins remotely.

Hellen covered important aspects of the set up, such as room layout and the necessary technology, as well as the town's partnership with its local access TV provider, Franklin TV. He also emphasized the importance of trial and error in order to develop a system that works best for the community.

Stow Town Administrator Denise Demboski discussed what hybrid meetings look like in her community, which has transitioned over the past few months to a hybrid meeting format that allows all select board members and town employees to attend board meetings in person, while giving the public the option to attend either virtually or in person.

Demboski discussed two different camera systems that Stow has used successfully for hybrid meetings, covering the pros and cons and relative costs of each. She also demonstrated some of the tools that are built into the Zoom platform that make hybrid meetings more accessible, including the use of closed captioning to provide a live transcript of meetings.

More than 90 select board members attended the webinar.

The MSA's four-part Leadership Conference series was held every other Wednesday from June 16 through July 28. Recordings and additional resources



The final webinar in the Massachusetts Select Board Association Leadership Conference series covered the future of public meetings. Speakers included (clockwise from top left) Franklin Town Administrator Jamie Hellen, Stow Town Administrator Denise Demboski, and Westwood Select Board Member Michael Walsh.

can be found on the MMA website. The first three topics were [municipal policing on June 16](#), [mental health policing initiatives on June 30](#), the [open meeting and public records laws and municipal finance on July 14](#). ●

MSA postpones Western Mass. Municipal Conference to spring

Due to concerns about the ongoing COVID pandemic, the Massachusetts Select Board Association has decided to postpone its second annual Western Massachusetts Municipal Conference to next spring.

The conference brings together regional stakeholders, including municipal officials, planning agencies, and legislators from Berkshire, Franklin, Hampden and Hampshire counties to address the challenges facing the region.

The goals of the conference are to promote sustainable cross-governmental partnerships across Western Massachusetts, to share best practices for adaptation to and mitigation of challenges facing the four counties, and to advocate more effectively for the region.

The conference will kick off with a legislative panel discussion featuring legislators from the Western Massachusetts region.

The conference will also feature a number of workshops covering topics

such as police reform and its impact on small towns, American Rescue Plan Act funding and economic recovery from the pandemic, the impact of post-COVID population shifts on housing affordability, and the state of public infrastructure in Western Massachusetts.

An announcement of the conference date and location will be made this winter.

Contact: MMA Member Services Coordinator Isabelle Nichols at inichols@mma.org

Nominations sought for Select Board Association's leadership

The Massachusetts Select Board Association, a member group of the MMA, is seeking members for its 2022 Board of Directors.

Any select board member in Massachusetts may complete the [online nomination form](#) and submit his or her name for consideration. The form must be completed by Oct. 15.

Nominations are being sought for four officer positions: president, first vice president, second vice president and

secretary. MSA officers serve a one-year term.

With the exception of the secretary, MSA Board members also serve on the MMA Board of Directors.

MSA Board responsibilities include attendance at MSA and MMA Board meetings. The MSA Board meets four to six times a year, and the MMA Board meets on the second Tuesday of most months, typically in Boston from 10 a.m. to 2 p.m. Board responsibilities also include participation

on programmatic webinars and at state-wide meetings for select board members.

After interviewing all nominees, the MSA Nominating Committee will prepare a slate of nominations for election during the MSA's Annual Business Meeting, to be held during the MMA Annual Meeting & Trade Show on Jan. 22, 2022, in Boston.

Contact: MMA Senior Member Services Coordinator Isabelle Nichols at inichols@mma.org

Administration awards \$21M in climate change funding to cities, towns

On Aug. 31, the Baker-Polito administration announced \$21 million in grants to cities and towns through the [Municipal Vulnerability Preparedness \(MVP\) Program](#), representing a doubling of the program budget since last year.

Of these funds, \$20.6 million was awarded to 66 cities, towns or regional partnerships to implement projects that build local resilience to climate change in the Commonwealth's fifth round of MVP Action Grant funding. Additionally, \$400,000 was awarded to 16 towns to pursue a community-led planning process to identify vulnerabilities to climate change and priority actions. When complete, these municipalities will be eligible for the next round of implementation funding.

To date, this brings total awards through the MVP program to more than \$65 million. The grant program, created in 2017 by [Executive Order 569](#), provides funding and technical support to communities to identify climate hazards, develop strategies to improve resilience, and implement priority actions to adapt to climate change.

"The MVP program is a vital tool in our efforts to prepare and strengthen our coastal and inland communities to address the impacts of climate change,"

said Lt. Gov. Karyn Polito. "We are thrilled to welcome 16 new towns to the program as they take important steps in planning for the future, and to award funding to 66 priority implementation projects that range from upgrading or removing high-risk dams and culverts to investing in Environmental Justice communities."

Ninety-three percent of Massachusetts cities and towns (328 municipalities) are now enrolled in the MVP program, which pairs local leadership and knowledge with a significant investment of resources and funding from the Commonwealth to address ongoing climate change impacts, such as inland flooding, storms, sea level rise, and extreme temperatures.

"The MVP program has been recognized as a national model for building climate resiliency through strong state and local partnerships," said Energy and Environmental Affairs Secretary Kathleen Theoharides. "Every region in Massachusetts experienced extreme weather throughout the summer, including excessive heat, record precipitation, and flooding, and the MVP program offers vital technical and financial assistance to help municipalities address vulnerabilities and create stronger, more liveable climate resilient communities."

MVP Planning Grants support communities in working with a state-certified technical assistance provider to lead a community-wide planning workshop to identify key climate-related hazards, vulnerabilities and strengths, develop adaptation actions, and prioritize next steps. Results of the workshops and planning efforts inform existing local plans, grant applications and policies. Communities are then eligible for competitive MVP Action Grant funding to implement priority on-the-ground projects.

Projects are focused on proactive strategies to address climate change impacts and may include retrofitting and adapting infrastructure, actions to invest in and protect environmental justice communities and improve public health, detailed vulnerability assessments or design and engineering studies, stormwater upgrades, dam retrofits and removals, culvert upgrades, drought mitigation, energy resilience, and projects that focus on implementing nature-based solutions such as wetland restoration and floodplain protection.

[Click here for the list of grant recipients.](#) ●

JUSTICE TOOL

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race, color, national origin, income, or English language proficiency."

The EJ Tool acknowledges that, historically, people of color and lower-income individuals have disproportionately experienced the impacts of environmental health hazards such as toxic waste exposure and air pollution. These communities are also more likely to face limited access to health care providers.

The tool and the data it provides are meant to address environmental health inequities by serving a number of purposes, from enhancing inclusive community planning to informing permitting, transportation projects and community health assessments, according to the [DPH website](#).

The EJ Tool introduction lays out the state's criteria for EJ populations — communities that may be most vulnerable to environmental hazards based on demographic indicators such as annual median household income and racial makeup. The introduction also details the state's Vulnerable Health EJ Criteria, which identify communities with "higher-than-average" incidences of environmentally-related health outcomes, including heart attacks and childhood lead exposure.

Users can navigate to a set of EJ Data and Reports, which present a map of the state with each city and town color-coded based on its number of EJ neighborhoods and Vulnerable Health Criteria. A Custom Mapping feature allows users to zoom in on specific addresses and add layers of data such as political boundaries.

The EJ Tool is housed on the DPH's [Environmental Public Health Tracking website](#), which also hosts a set of [Community Profiles](#) with broad environmental public health data for each of the state's 351 communities, and an [Emergency Preparedness Populations Planning Tool](#). Each of these initiatives aims to support the evaluation of and response to environmental health hazards across the state, according to the DPH.

Currently, the EJ Tool relies on certain EJ criteria from the 2017 version of the state's EJ Policy, but the DPH says it will be updated to reflect the 2021 version of the policy. Questions and feedback about the tool can be sent to DPH-MA-EPHT@state.ma.us. ●

People



Lisa Wong

Lisa Wong will become South Hadley's new town administrator in October.

Wong, the town manager in Winchester since 2018, was the mayor of Fitchburg from 2008 to 2016 and a senior fellow at

the Governing Institute in between. She earned a bachelor's degree in international relations and a bachelor's and master's degree in economics, all from Boston University.



Michael Sullivan

In South Hadley, Wong will replace **Michael Sullivan**, who has been serving in that role for the past eight years. He previously served three years as the town administrator in Maynard and a decade as the mayor of Holyoke. He was also a member of the Holyoke Board of Alderman (now the City Council) from 1988 to 1990. He has a bachelor's degree in public administration from UMass Amherst.

On Aug. 2, the town of Eliot, Maine, announced that it had extended a conditional offer for Sullivan to serve as its town manager, but a contract had not yet been negotiated as of late August.



Ryan Ferrara

Ryan Ferrara became the new town administrator in Wenham on July 6.

Until recently, Ferrara had been the town administrator in Boxborough, a role he had held since July 2018. Before that, he spent nearly six years

as the assistant town administrator in Middleton, six years as chief of budget and finance for the Newton Department

of Public Works, and 11 years as a senior finance and policy analyst for the Massachusetts Water Resources Authority Advisory Board.

Ferrara earned a master's degree in public administration from George Washington University, and a bachelor's degree in political science and government from UMass Amherst.

Ferrara's predecessor, **Anthony Ansaldi**, left in November 2020 to become town administrator in Littleton. **Thomas Younger** had been serving as the interim administrator.



Dori Vecchio

Dori Vecchio became the new town administrator in Blackstone on July 19.

Before coming to Blackstone, Vecchio served the city of Worcester for more than 23 years in various roles, including nine years

in the city's human resources department, the last two as that department's director and the previous seven as assistant director. Before that, Vecchio served as director of administration and operations in the city manager's office, grants director, finance manager for the Worcester Redevelopment Authority, and director of administration for the parks and recreation department.

Vecchio earned a master's degree in public administration from Clark University, and a bachelor's degree in business administration from Worcester State University.

In Blackstone, Vecchio replaces **Daniel Keyes**, who retired in December after nine years in the role. He previously served three years as town administrator in Sherborn and in several finance roles, including finance director in Easthampton; chief administrative officer and finance director in Lunenburg; treasury coordinator in Hopedale; and treasurer in the communities of Southborough, Winthrop and Hampden. In 2019, he received a 25-year service award from the International City/

County Management Association.

Retired town manager **Greg Balukonis** had been serving as Blackstone's administrator in the interim.



Matthew Coogan

Matthew Coogan became the town administrator in Boxford on Aug. 9.

Until recently, Coogan had been the chief of staff for Newburyport Mayor **Donna Holaday**, a role he had held since 2018. He also

served as the part-time town planner for Essex since 2014, and had previously served as planner for the cities of Salem and Gloucester. Before coming to the North Shore, he had worked as a project analyst for Biederman Redevelopment Ventures in Boston and as a project manager for Bryant Park Corporation/34th Street Partnership in New York.

Coogan earned a master's degree in urban planning from Hunter College, and a bachelor's degree in anthropology and philosophy from the University of Maryland. He also graduated from the fall 2020 MMA-Suffolk Municipal Finance Management Seminar, and is a member of the 2022 class of the International City/County Management Association's Emerging Leaders Development Program.

In Boxford, Coogan replaces **Alan Benson**, who served more than two decades as the administrator before retiring in August. Before that, Benson had been the town's treasurer/collector for seven years and served six years as a selectman, from 1985 to 1991. In 2020, he received a 35-year service award from the International City/County Management Association.

Jennifer Morse became Cheshire's first full-time town administrator on July 6.

Morse had served as the town administrator in Ashfield since February 2020. Before that, she worked more than a

People

decade as an assistant assessor for the towns of Shelburne and Ashfield. She previously served as the town clerk in Rowe, where she also served as a selectman and a member of the Board of Health. She has earned a designation as a Massachusetts Accredited Assessor.

In Cheshire, Morse replaces **Edmund St. John IV**, who served a couple of years before leaving in December to focus on his law practice. **Mark Webber** served as the town's interim administrator.



Dolores Hamilton, chair of Massachusetts Municipal Human Resources, will become Stow's first assistant town administrator on Sept. 13.

As assistant administrator, Hamilton will oversee constituent services and the town's human resources work. Hamilton has been the human resources director in Framingham for the past eight years, and previously spent more than 15 years as human resources director in Newton. She also has experience in the health care industry.

Hamilton has been MMHR's chair since 2019, having been elected to her third term in June. She earned a master's degree in business administration from Western New England University, and a bachelor's degree in social services and therapeutic recreation from the University of Connecticut.

In Stow, Hamilton will work with **Denise Demboski**, who has been Stow's town administrator since last September.

Nancy Aldrich, who served for 18 years as town coordinator for both New Salem and Wendell, retired on July 30. With Aldrich's departure, the two towns now have separate leadership.

In Wendell, **Alisha Brouillet** became the new town coordinator in July. She

has private-sector experience as a sales and marketing administrator, an office manager, and as a human resources manager.

In New Salem, **Kathy Neal** became town coordinator on July 19. An attorney, Neal started her career as town counsel in Southbridge before going into private practice. She has served on the Sturbridge School Committee and on the Tantasqua School Committee, and is in her eighth year on the Sturbridge Finance Committee. She earned her law degree from Suffolk University and a bachelor's degree in mathematics from Allegheny College.



Thomas Koch

Quincy Mayor **Thomas Koch** became the first member of the new MBTA Board of Directors on Aug. 17.

The board, which replaces the five-member Fiscal and Management

Control Board as the MBTA's governing body, was created by a supplemental budget bill that Gov. Charlie Baker signed into law on July 29.

Gov. Baker granted one seat on the seven-member board of directors to the MBTA Advisory Board, an independent organization that represents the MBTA's 176 communities and plays a role in MBTA budget allocation. The Advisory Board chose Koch, its chairman since 2011, to serve on the board of directors alongside the secretary of transportation and five additional members to be selected by Baker.

Quincy has four Red Line stops, a commuter rail stop and multiple bus routes. In his new role, Koch has promised to visit each community serviced by the MBTA over the next six months to learn about their transit-related needs and challenges.

Koch has been mayor of Quincy since 2008.

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John Robertson's retirement celebrated

On July 28, municipal leaders from around the state and MMA staff members gathered virtually to extend well wishes to John Robertson, who retired on Aug. 1 after 31 years of service at the MMA. For the past decade, he had been the MMA's legislative director, representing the interests of the state's 351 cities and towns on Beacon Hill. David Koffman, formerly the deputy executive director of the Massachusetts Association of Community Colleges, became the MMA's new legislative director on Aug. 9.

PEOPLE

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Jamey Tesler

Jamey Tesler became the permanent secretary and CEO of the Massachusetts Department of Transportation on July 27.

Tesler had been serving as the acting secretary since January, when

former Secretary

Stephanie Pollack left to become deputy administrator for the Federal Highway Administration.

Before he became acting secretary in January, Tesler had been the state's registrar of motor vehicles. His previous roles include general counsel to the state treasurer, deputy legal counsel to the governor's office, deputy general counsel for the Massachusetts Bay Transportation Authority, MassDOT's assistant secretary for procurement and contract management, acting chief of staff for the secretary of transportation, and chief operating officer at MassDOT.

Tesler earned a bachelor's degree in economics and international relations from the University of Pennsylvania and a law degree from the University of Michigan.



Bradford Hill

Bradford Hill, who represented the 4th Essex District for more than two decades in the House of Representatives, has been appointed to the Massachusetts Gaming Commission.

Gov. **Charlie Baker**, Treasurer

Deborah Goldberg and Attorney General **Maura Healey** announced Hill's appointment to the five-member

commission on Aug. 20. Hill will fill the remainder of **Bruce Stebbins'** vacated term, which ends in 2025. Stebbins has moved to the Cannabis Control Commission.

Hill was first elected to the House in 1998, and said he plans to resign from the House on Sept. 15 to join the commission. Hill also has a background in local government, serving as a selectman in Ipswich and on the Zoning Board of Appeals in Hamilton.

Charlie Bletzer joined the Plymouth Select Board after winning an Aug. 14 special election. He replaces Shelagh Joyce, who left the board in May.

Former Provincetown Select Board Chair



Thomas Donegan

Thomas Donegan died on July 14 at age 61.

Donegan served on the board from 2013 to 2018, and was chair from 2014 to 2016. He had also been a member of the Finance Committee for several years, having served as chair from 2012

to 2013.

Professionally, Donegan had been a vice president of membership marketing at AOL. Before moving to Provincetown, he had been co-chair of the group Gay Men & Lesbians Opposing Violence, after a 1990 attack that injured Donegan and his then-partner (who would later become his husband) and led to the first successful case tried under Washington, D.C.'s 1989 hate crimes law. He had also been president of Crisis Link, a Virginia-based suicide prevention hotline.

Linda Zuern, a former selectman in Bourne, died on July 16 of COVID-19 complications. She was 70.



Linda Zuern

Zuern served three terms on the Board of Selectmen, until 2015. An educator by profession, she had also served as a school committee member, library trustee, member of the Bourne Youth Council, and member of the Bourne

Historical Society. She also served on the Bourne Zoning Board of Appeals, and represented Bourne for several terms in the Barnstable County Assembly of Delegates.

Paul Sharon, a longtime public servant who managed local governments in four different states, died on Aug. 19 at age 81.



Paul Sharon

A life member of the International City/County Management Association, Sharon most recently served for a decade as the town administrator in Hudson, New Hampshire, until 2003. Sharon had

been the town manager in Ashland from 1990 to 1993 and in North Andover from 1986 to 1989. Earlier in his career, Sharon managed local governments in Illinois and Michigan. He also mentored local government officials in Florida through his ICMA service, and volunteered to help rebuild local governments in Iraq from 2007 to 2008.

This monthly column highlights transitions, accomplishments and awards, and life events of municipal officials. To submit information for People, contact MMA Associate Editor Jennifer Kavanaugh at 800-882-1498 or jkavanaugh@mma.org.

CENSUS

Continued from page 4

legislatures and to the Census Bureau itself.

It is the goal of the National League of Cities to support local leaders in these efforts and in preparing for the 2030 census, however far off it may seem.

Dana Watters is the Program Manager for

the National League of Cities Local Democracy Initiative's Cities Count and Cities Vote programs. This article was originally published on Aug. 18 in the NLC's [CitiesSpeak](#) blog.

Nominations sought for WEMO leaders

Women Elected Municipal Officials, an association within the MMA's membership, is seeking members for its 2022 steering committee.

Any female mayor, select board member, or city or town councillor in Massachusetts may complete the [online nomination form](#) and submit their name for consideration by Nov. 15.

The WEMO steering committee consists of one mayor, two select board members and two city or town councillors. The chair position rotates annually in the following order: select board member,

mayor, city or town councillor.

Nominations are being sought for three officer positions: chair, first vice chair, and second vice chair. The 2022 chair must be a city or town councillor. WEMO officers serve a one-year term.

Nominations are also being sought for two director positions, also for one-year terms.

WEMO steering committee responsibilities include attendance at WEMO committee meetings and planning content for WEMO virtual and in-person events, including the Annual WEMO Luncheon

at the MMA Annual Meeting & Trade Show. The WEMO committee meets virtually on a monthly basis.

After interviewing all nominees, the WEMO Nominating Committee will prepare a slate of nominations for election during the WEMO Luncheon, to be held during the MMA Annual Meeting & Trade Show on Jan. 21, 2022.

Contact: MMA Senior Member Services Coordinator Isabelle Nichols at inichols@mma.org

MMA HSC discusses ARPA funding for human services

By Isabelle Nichols

The [MMA Human Services Council's Annual Business Meeting](#) on July 29 featured a discussion about American Rescue Plan Act funding for human services.

MMA Legislative Analyst Jackie Lavender Bird gave an overview of the ARPA, including some basic criteria for ARPA funding, the four main categories of eligible uses, and key points of the [Interim Final Rule issued by the U.S. Department of the Treasury](#). She discussed some of the uses that are particularly relevant to human services professionals, including support for mental health to address situations exacerbated by the pandemic, rehiring or adding additional human services staff, and aid to disproportionately impacted populations or communities.

Holliston Youth and Family Services Director Jackie Winer discussed items her department is considering for use of

ARPA funds, including hiring a full-time staff person to support the increase in community mental health needs resulting from COVID-19, and expansion of a handful of existing mental health initiatives to serve a greater number of community members.

Winer emphasized the important role that human services staff can play in advocating for allocation of ARPA funds to support the greatest needs of the community.

The meeting featured welcoming remarks from MMA HSC President Laura Ducharme, followed by a vote on the fiscal 2022-23 slate of HSC Officers.

The elected officers are:

President: Laura Ducharme, community services coordinator, Acton

Vice President: Kristin Kennedy, health and community services director, Easton

Secretary: Christine Shruhan, youth and



Speakers discussed the American Rescue Plan Act funding for human services during the MMA Human Services Council's Annual Business Meeting on July 29. Speakers included (clockwise from top left) Holliston Youth and Family Services Director Jackie Winer, MMA Legislative Analyst Jackie Lavender Bird, and Acton Community Services Coordinator Laura Ducharme, who is president of MMA HSC.

family services director, Burlington

Treasurer: June David-Fors, family and youth services director, Northborough

Get MMA.org updates in your mailbox

The MMA offers a free weekly email newsletter that provides a digest of all the updates posted each week on www.mma.org.

The MMA website is a great source for the latest information related to local government. The email newsletter ensures that subscribers won't miss any website updates, with a summary arriving in their mailbox every Friday morning.

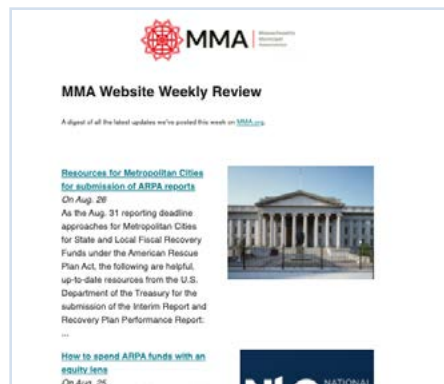
The newsletter includes news stories,

MMA letters of testimony, guidance documents, and upcoming member group events and webinars. The email subject line is "MMA Weekly Review."

The MMA also offers a Breaking News email to provide up-to-the-minute news on major stories.

To sign up for either or both newsletters, use the short form at www.mma.org/about-mma/newsletter-sign-up.

- Meredith Gabriliska



DIRECTOR'S REPORT

Continued from page 2

more closely divided on the pending \$3.5 trillion federal budget blueprint to expand important social programs, as positioning on the budget measure may create roadblocks for passage of the Jobs Act.

Massachusetts action to deploy state ARPA funds for environmental, climate and housing investments:

Last spring, the federal government passed the \$1.9 trillion American Rescue Plan Act, which included a very welcome \$8.7 billion in direct financial aid to state, local and county governments in Massachusetts. The bulk of the funds — \$5.3 billion — went directly to the state, and the remaining \$3.4 billion is being distributed to cities, towns and counties in two allotments. The ARPA specifically authorizes local and state leaders to spend the funds on four broad categories of investment, including water, sewer and broadband infrastructure. Local leaders are drafting their plans for how to use their municipal ARPA funds, yet they are missing critical information that is needed to make the best decisions possible: what the will state do with its \$5.3 billion, and how can cities and towns leverage (or piggyback with) state ARPA funds to address local needs, such as upgrading water and sewer systems, implementing climate resiliency plans, confronting PFAS contamination,

or increasing broadband access.

Gov. Charlie Baker has filed legislation that would allocate \$700 million to local environmental and climate resiliency projects (\$400 million for the drinking water and clean water state revolving funds, and \$300 million for the Municipal Vulnerability Preparedness program), but the bill has not yet gained traction in the Legislature, which is holding a series of hearings before deciding how to appropriate state ARPA funds. [The MMA is supporting swift passage of the \\$700 million package.](#) Timely action when the Legislature reconvenes this fall will be important, so that local officials can plan on how or whether to leverage those funds to advance essential local projects.

Providing a new \$200 million cash infusion into the Chapter 90 program for local roads:

While impressive, the Infrastructure Investment and Jobs Act and the ARPA do not directly address the massive funding gap for locally owned roads. Jobs Act funds would mostly go to federal and state highways and transit systems, with a smaller amount targeted to large projects on state-numbered roads and very expensive and complex local hotspots, and municipal and state ARPA funds are largely not available for transportation-related investments. This means that the burden of maintaining, repairing and rebuilding the 30,000 miles of

local roads in Massachusetts will continue to fall on the shoulders of local taxpayers.

The MMA estimates that the current \$200 million Chapter 90 bond program is far short of the \$600 million annual investment needed to maintain municipal roads in a state of good repair. With the state enjoying a near-record budget surplus, and growing its stabilization fund to \$4.5 billion, the Legislature will soon be considering a fiscal 2021 budget close-out bill. [The MMA has asked lawmakers to share \\$200 million of the state's multi-billion surplus with cities and towns as a way to infuse the Chapter 90 program with much-needed dollars](#) that can be put to work immediately on shovel-ready road projects across the state.

This is a time of unprecedented opportunity to invest in the expensive, complex and essential public infrastructure systems that are the building blocks of our economy. Passage of these three priority action items can propel Massachusetts forward and create a strong and equitable platform for growth in every corner of our state. As partners in rebuilding and restoring the Massachusetts economy, local leaders look forward to working with our federal and state lawmakers to make passage of all three measures a reality in the coming weeks. ●

MIIA

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reflect on what's happening and how to proceed.

- Allow time for decisions. When a person is upset, they may not be able to think clearly. Give them a few moments to think through what you've said.

Most members of the public are respectful and courteous, but being prepared to deal with the few who are in crisis can keep you safe, maintain your professionalism, and is important for your self-care.

MIIA members can visit www.emiia.org and click on the Quick Link "Calendar link to Trainings" to register for either or both

of two online training sessions: "Dealing With an Angry Public in a Post-COVID Environment" on Sept. 9, 2-3 p.m., and "De-escalation Techniques for Municipal Employees" on Oct. 5, 10-11 a.m. The sessions will be recorded and available for review following the events.

Joyce McMahon is a freelance writer.

MMA's Handbook for Massachusetts Selectmen now available digitally

The MMA's Handbook for Massachusetts Selectmen, a 250-page comprehensive guide to the roles and responsibilities of select board members in Massachusetts, is available to all select board members for free in a digital format.

The 11-chapter searchable PDF covers subject areas such as administrative and regulatory responsibilities; financial management; human resources, personnel and labor relations; and land use and community development. It covers topics such

as complying with the open meeting and ethics laws, making appointments, holding public meetings and hearings, town meeting, Proposition 2½, insurance, tax rates, collective bargaining, legal representation, public safety, public works, and the role of a town manager or administrator.

The handbook is sent by email to all new select board members following town elections.

To order the PDF, send an email to Jessica

Obasohan at the MMA at jobasohan@mma.org.

The handbook is also available as a hard copy, at a cost of \$25 for MMA member communities and \$49 for nonmembers. To order a hard copy of the handbook, visit the [publications page](#) of the MMA website. (There's an additional \$5 charge for postage.)

– MMA Member Services Coordinator Isabelle Nichols

Classified Advertisements

EMPLOYMENT OPPORTUNITIES

Administrative Intern, Town Administrator's Office Town of Templeton

Administrative Intern: In the Office of Town Administrator/Select Board on a part-time flexible schedule (15+/- hrs/wk over four days) performing administrative and clerical functions for the office of the Town Administrator. Provides secondary support for any board, committee or commission assigned by Town Administrator. Must attend night meetings (5+/- per month). Requires an associate's degree related to administration or management or related field and three years of related experience, or any equivalent combination of education, and experience. To apply, go to www.templetonma.gov/home/pages/job-opportunities. The position will be open until filled, with first reviews beginning Sept. 8. The town of Templeton is an EOE.

Civil and Transportation Engineer City of South Portland, Maine

The Civil/Transportation Engineer is a professional/technical position responsible for providing engineering services to the Water Resource Protection Department, Public Works Department and occasionally other departments within the city of South Portland reporting directly to the Engineering Division Manager. Responsibilities include design and management of streetscape and utility improvement projects; participation in the asset management program; implementation of the city's Complete Streets policy; and participation in the city's CSO mitigation and stormwater treatment programs. The position requires frequent collaboration with the Treatment Plant/Pump Station Manager, the Collection Systems Manager, Director of Public Works, Stormwater Program Coordinator, and other departments as needed. Applicants need to have a thorough knowledge of civil engineering principles, practices and methods applicable to a municipal setting. The ideal candidate will have strong organizational skills and advanced communication skills in technical writing, oral presentations and public meetings. Must possess strong ethics and a commitment to public service. Applicants must have a bachelor's degree in the field of engineering. An emphasis on civil engineering, including collection systems and roads, highly preferred. Must have a minimum of five years of progressively responsible professional engineering experience. Professional Engineering License in the state of Maine (or ability to obtain through reciprocity) is required. Must possess and maintain a valid driver's license throughout employment. Ideal candidates have experience with GIS, Capital Improvement Projects, Maine Construction General Permits, MS4 permits, and CSO programs. The city of South Portland offers competitive pay and a robust selection of employee benefits, including an excellent health plan with affordable family coverage, generous matched retirement options, dental, vision, life, income protection, and long term disability insurance options, flexible spending accounts, a full complement of paid time off, and more. The city also offers "payment-in-lieu" of health insurance, tuition reimbursement, an acclaimed wellness program, and professional

development opportunities. The city of South Portland is proud of its talented and dedicated workforce and provides employees with strong leadership; stability; a positive, family friendly workplace; and the support, encouragement and tools for successful careers. Come join our team dedicated to service excellence! Starting pay is \$65,811-\$75,046 per year, depending on experience, and this position is eligible for annual merit and cost of living increases, as approved. Job description is available on our website at www.southportland.org. Application materials will be accepted and reviewed on a rolling basis. First round of interviews will be determined for all who apply on or before Tuesday, Sept. 14, at 4 p.m. To apply, send a cover letter, certifications, licenses, resume, and references to apply@southportland.org. You may also file an application using our fillable pdf at www.southportland.org/departments/human-resources/job-opportunities. You may also mail application materials to: City of South Portland, Karla Giglio, Human Resources Specialist, 25 Cottage Road, P.O. Box 9422, South Portland, ME 04116-9422. EOE.

Conservation Agent/Planner Town of Marion

The town of Marion is seeking a qualified individual to serve as the town's Conservation Agent/Planner on a full-time basis (39 hours per week) and provide professional management support to the Marion Conservation Commission and Planning Board. The employee will be part of the town's management team, report to the Town Administrator, and work under the general direction of the Chairs of the Conservation Commission and the Planning Board in accordance with applicable laws and regulations. The chosen candidate will provide professional advice to and supervision for the work and projects associated with the Conservation Commission and the Planning Board, may occasionally supervise consultants hired by the town of Marion, and will be responsible for the enforcement of the Wetlands Protection Act. Applicants must have working knowledge of statutes, regulations, and policies applicable to the jurisdiction

of the Planning Board and Conservation Commission. Knowledge in the principles and methods of land use planning, relevant wetlands science and coastal resource protection is required. Applicants must have the ability to communicate clearly in oral, written and graphic form, work independently, interpret technical data, engineering maps and plans, work cooperatively with members of the Conservation Commission and Planning Board, and deal professionally with town officials and employees, government agencies, the general public, attorneys, engineers, consultants, and project applicants. Work schedule is largely during business hours, but also includes regular evening meetings and some weekend morning field work and site visits. Attendance at relevant training sessions and professional meetings is expected. Full-time clerical support will be provided by an employee who reports to the Town Administrator. Recommended minimum qualifications include a bachelor's degree in environmental science or related field and a minimum of two years' experience in wetlands protection, land conservation, environmental management, land use and municipal planning or related field, or equivalent combination of education and experience. Valid Massachusetts Class D Motor Vehicle Operator's License is required. Interested individuals should submit a cover letter and resume by Sept. 10 to the office of the Select Board, 2 Spring St., Marion, MA 02738 or by email to dpaiva@marionma.gov. The town of Marion is an Equal Opportunity Employer.

Community Development and Planning Director

Town of Lancaster

The town of Lancaster (population 8,000) seeks an innovative professional for the critical role of Community Development and Planning Director. The Director, who is responsible for coordinating all economic, land use, and community development planning in the town, shall perform professional, technical, marketing and administrative work in the

■ CLASSIFIEDS *continued on 26*

Classified advertising rates and information

The Beacon publishes classified ads from units of government, public agencies, and companies.

Classified advertising categories are: Employment Opportunities, Requests for Proposals, and Services. Only one job opening or RFP can be listed per ad. The MMA cannot assume responsibility for information or claims made in any advertisement.

Classified advertising rates

Classified ad rates include publication in The

Beacon and on www.mma.org, though a discount is available for those who request placement of an ad only in The Beacon or on the website.

Member rates

- \$100 for first 100 words; \$100 for each additional block of up to 100 words
- Rate for one format only (print or website): \$75 for first 100 words, \$75 for each additional block of up to 100 words

Nonmember rates

- \$150 for first 100 words; \$150 for each additional block of up to 100 words
- Rate for one format only (print or website): \$125 for first 100 words, \$125 for each additional block of up to 100 words

Beacon deadlines and publication dates

The Beacon is published on the first business day of each month, except in the summer, when a combined July-August issue is printed in mid-July.

October Beacon

Deadline: September 24

Publication: October 1

November Beacon

Deadline: October 25

Publication: November 1

Placing an ad

You may use our convenient online form at www.mma.org/municipal-marketplace/add-listing/.

For more information, call Meredith Gabriliska at the MMA at 617-426-7272.

Missed the Beacon deadline for an employment ad? You can still get the word out – right away.

See www.mma.org for details.

Classified Advertisements

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areas of planning, zoning, economic development and grant writing/administration. Lancaster, located at the intersection of Interstate 190 and Route 2 in the heart of North-Central Massachusetts, is experiencing sustained growth, thanks to its scenic character, high quality schools, and geographic, labor, and economic attributes. The successful candidate will have the opportunity to work on a wide range of significant projects with long-term impact. This position shall serve as staff support to the Planning Board and act as the staff liaison between the Planning Board and other town departments and agencies. Qualified applicants will have a passion for municipal planning, a commitment to responsible community development, a bachelor's degree in planning or public policy, five or more years of progressively responsible relevant experience, or an equivalent combination of both. The town offers a comprehensive benefit package and a professional work environment. Salary is commensurate with qualifications, with an anticipated hiring range of up to \$80,000. Complete job description available at www.ci.lancaster.ma.us/sites/g/files/vyhlif4586/f/uploads/community_dev_planning_dir_1.pdf. Interested applicants should send a cover letter and resume to the Community Development and Planning Director Search Committee at scharton@lancasterma.net. The deadline for applications is Oct. 4 at 5 p.m. Please note that applications will be reviewed beginning Sept. 9. Affirmative Action/Equal Opportunity Employer.

Town Accountant

Town of Marshfield

The town of Marshfield seeks a qualified Town Accountant to lead the Accounting department. Excellent starting salary of \$105K based on qualifications/experience/education with competitive benefits package. Experience in municipal accounting with a Certified Government Accountants (CGA) or Certified Government Financial Manager (CGRM) strongly preferred. Work includes maintaining a complete set of financial records for all appropriations, expenditures, receipts, assessments, levies and abatements initiated by town departments; maintenance of chart of accounts; approval and auditing of all payrolls, bills, drafts, orders and other expenditures to ensure accuracy, and adherence to appropriate procedures and availability of funds. Reports to Town Administrator; under supervisory direction of Finance Director. Collaborative and respectful team work environment. Marshfield is a repeat CAFRA (Certificate of Excellence in Financial Reporting) award recipient; triple AA+ bond rating and SP+1. FY22 budget for the town and the schools is approx. \$103M. Bachelor's degree in accounting, finance, business or related field desired; minimum three-plus years of supervisory experience in accounting/financial management or any equivalent combination of education and experience. Visit www.marshfield-ma.gov to view job posting. Send cover letter, resume and town application to DKerrigan@Townofmarshfield.org in PDF format. Position will remain open until filled. EOE/AA/ADA employer.

Director of Economic Development

Town of Mansfield

The town of Mansfield seeks a Director of Economic Development who will be responsible for working with town management in promoting the business

and economic development interests within the town. This position is responsible for coordinating and planning economic development projects, public relations and marketing initiatives, assisting business applicants with the permitting process, as well as providing research and guidance to current and prospective businesses in Mansfield. Serving as an ombudsman, the Director provides guidance to individuals and companies to establish, relocate, or expand their business within Mansfield. Anticipated range is \$77,398-\$92,498. Please view details at www.mansfieldma.com/jobs.

Administrative Assistant (Part-time position)

Sudbury Water District

Position: Part-time, 16 hours per week. Hourly Salary: \$22 per hour. The Sudbury Water District seeks the services of a smart, energetic, and engaged individual to serve as a part-time Administrative Assistant to work in assisting the senior staff discharge the functions of the office; office work related to the administrative functions of the District. Works under the general direction of the Executive Director. Exercises considerable courtesy in responding to inquiries from the residents and those engaged in business with the District. Duties and Responsibilities (these duties are a general summary and not all inclusive): Assist with accounts receivables, data entry, filing, organizing, and public relations skills. Operates computers and standard office equipment, including computer, telephone, facsimile machine, and copy machine; may operate two-way radio dispatch. Assists in the efficient operation of the office through the performance of various administrative and clerical functions. Assist with water service billing; processes bills and charges payable by the department; maintains required records and documentation; may assist in the preparation and submission of the expense and payroll warrants; may assist in accounts receivables for quarterly billing. Schedules and bills final water reads; updates billing database, meter billing software, files, etc. Maintains District records, databases and related information as required. Provides daily assistance to residents and contractors on District related matters; writes-up work-orders to service requests and service problems; receives and refers complaints; responds to inquiries for information; maintains cooperative public. Preferred Skills/Qualifications: Strong communications skills, both verbal and written; Proficient with MS Office. Recommended Minimum Qualifications: Education: High school diploma; associate's degree in a related field of endeavor preferred. Experience: Over three years of experience in administrative and clerical work; municipal experience preferred. Substitutions: Additional years of relevant education may be substituted for the experience requirement on a year for year basis. How to Apply: Application submissions should include a cover letter and resume. The preferred submission is via email as an attached file; however, any of the following methods will be accepted: email: vroy@sudburywater.com. Fax: 978-443-9587. Mail: Sudbury Water District, P.O. Box 111, Sudbury, MA 01776. Resumes will be accepted until 4 p.m. on Tuesday, Sept. 7. The Sudbury Water District is an Affirmative Action/Equal Opportunity Employer. Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.

Community Services Liaison (CSL)

Town of Lancaster

Lancaster (population 8,000), a beautiful historic

town located in North-Central Massachusetts, seeks a compassionate, organized Community Services Liaison (CSL) for a full-time, benefitted position at its Council on Aging/Lancaster Community Center (LCC). The successful candidate will proactively assess the needs of town residents, including but not limited to elderly and disabled residents, for services and resources allowing them to live independently and as well and comfortably as possible, provide information about and referrals to those services and resources, and maintain regular contact with clients, social service agencies, town departments and other service providers. Complete job description available at www.ci.lancaster.ma.us/sites/g/files/vyhlif4586/f/uploads/outreach_worker_job_description_-_lancaster_csl.pdf. Qualified applicants will have a thorough knowledge of social service and governmental agencies providing services to the elderly, the disabled, and others in need, the ability to communicate in a discreet, sensitive and compassionate manner, and organizational skills. Bachelor's degree (master's in social work preferred) and three years of human services or related experience or an equivalent combination of education and experience required. Valid driver's license required. Salary is \$20.81/hour. Please apply by emailing a cover letter and your resume to scharton@lancasterma.net by Sept. 15. We will review resumes on a rolling basis as received.

Fire Chief

Town of Granby

The town of Granby seeks candidates for full-time Fire Chief. Appointed by the Selectboard and under the administrative oversight of the Town Administrator, the Fire Chief plans, directs and coordinates the activities of the fire department (five full-time and 34 call/part-time members), including fire prevention and suppression, ALS emergency medical services and hazardous material mitigation and response. Minimum education required is a bachelor's degree in fire sciences or related field and more than 10 years progressive experience in a fire department that provides Fire and EMS services, or equivalent combination of education and experience. A minimum of five years experience at a supervisory level required. Commonwealth of Massachusetts Fire Commission Fire Chief accreditation highly desirable. Preferred candidate will have a history of demonstrated leadership and ability to develop a positive labor-management climate. Preferred candidate will have experience with municipal-based fire and EMS services. Valid driver's license, 24 Haz-Mat, EMT-Basic training, Firefighter I/II or equivalent, Fire Prevention Officer certification required. Position requires ICS 100,200,300,400 within one year of appointment. Salary to be negotiated but expected to be \$95,000 +/- . Submit cover letter, resume and relevant certification(s) by noon Friday, Oct. 1 to Fire Chief Search C/O Selectboard office, 10-B W State St., Granby, MA 01033.

Town Planner

Town of Lakeville

Full-time Town Planner position for the town of Lakeville. Full job description is available at www.lakevillema.org. All interested parties should apply in writing to Clorinda Dumphy, Human Resources Director, 346 Bedford St., Lakeville, MA 02347 or cdumphy@lakevillema.org with application attached. Hours: 40 hour work week Monday through Friday to be determined by the Town Administrator and Planning Board. It is expected the Town Planner will

Classified Advertisements

attend night meetings for the Planning Board and possibly other Board or Commission meetings as well. Wages: \$80,000 +/- annually, non-union position. Salary will be commensurate with experience. Qualifications: Bachelor's degree in planning or a related field required, along with three to five years relevant experience. A master's degree may substitute for up to two years' experience. AICP certification preferred. Posting closing: Open until filled. The town of Lakeville provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, ancestry, disability status, genetics, pregnancy or pregnancy-related conditions, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal and state laws. Applicants with disabilities needing reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact Clorinda Dunphy, Human Resources Director, cdunphy@lakevillema.org, 508-946-8808.

Assistant Director

Northern Middlesex Council Of Governments

Northern Middlesex Council Of Governments, Lowell, Mass., is seeking an Assistant Director. Formed in 1963 under Chapter 40B of the Massachusetts General Laws, NMCOG is one of 13 Regional Planning Agencies (RPAs) within the Commonwealth. NMCOG is a public agency governed by a policy board comprised of local elected officials from the city of Lowell and the eight surrounding towns of Billerica, Chelmsford, Dracut, Dunstable, Pepperell, Tewksbury, Tyngsborough, and Westford. The total budget for 2020-2021 including all funds is about \$27.2 million with a general fund budget of around \$18.4 million. The Assistant Director is responsible for directing and overseeing technical and administrative staff in support of the Executive Director. In addition the Assistant Director acts for the Executive Director in his or her absence. Salary: \$90,000 - \$110,000 annually plus benefits. Please visit the NMCOG's website for a detailed job description: www.nmcog.org/employment-opportunities. To apply, send a cover letter and resume to: bwoods@nmcog.org.

Assistant Assessor

Town of Sandwich

The town of Sandwich has an opening for a 40 hr/wk Assistant Assessor. Position provides professional, supervisory, technical, responsible and administrative work within the Assessing Office, under the general supervision of the Director of Assessing. Duties include appraising property and analyzing property valuations, performing field measurements and inspections including residential and commercial properties. Position processes abatement and exemption requests and assists in the maintenance of records, the preparation of various statistical reports and works closely with the public answering a wide variety of property valuation queries and performs all other related work as required. Must possess and retain a valid Driver's license. Must have familiarity with Massachusetts laws relating to municipal assessment and possess excellent communication skills. Associate's degree in business administration or related field required and property appraisal experience is preferred. Salary Range: \$57,000-\$65,000 based upon qualifications and experience and

includes an excellent benefits package. Submit cover letter and resume by Sept. 9 to: Assistant Assessor Search, Town Hall, 130 Main St., Sandwich, MA 02563 or email hr@sandwichmass.org. EOE/AA Employer.

Executive Director

Northern Middlesex Council Of Governments

Northern Middlesex Council Of Governments, Lowell, Mass., is seeking an Executive Director. Formed in 1963 under Chapter 40B of the Massachusetts General Laws, NMCOG is one of 13 Regional Planning Agencies (RPAs) within the Commonwealth. NMCOG is a public agency governed by a policy board comprised of local elected officials from the city of Lowell and the eight surrounding towns of Billerica, Chelmsford, Dracut, Dunstable, Pepperell, Tewksbury, Tyngsborough, and Westford. The total budget for 2020-2021 including all funds is about \$27.2 million with a general fund budget of around \$18.4 million. The starting salary is \$120,000-\$150,000. For a full job description and to apply go to www.nmcog.org/employment-opportunities.

Human Resources Director

Town of Lakeville

Under the direction of the Town Administrator, the Human Resources Director oversees the town's personnel programs; recruiting employees; ensuring compliance with state, federal and local personnel laws and regulations; counseling town employees on a variety of human resources matters. Full job description is attached to this posting and also available at www.lakevillema.org. All interested parties should apply in writing to Clorinda Dunphy, Human Resources Director, 346 Bedford St., Lakeville, MA 02347 or cdunphy@lakevillema.org with application attached. Hours: 40-hour workweek Monday through Friday to be determined by the Town Administrator, and depending on various circumstances, start and finish times may vary. Wages: \$80,000 +/- annually, Non-union position. Salary will be commensurate with experience. Qualifications: Bachelor's degree in human resources or a related field with four years of experience in a municipal setting preferred; or an equivalent combination of education, training and work experience that provides the requisite knowledge, skills and abilities for this position. Posting closing: Open until filled. The town of Lakeville provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, ancestry, disability status, genetics, pregnancy or pregnancy-related conditions, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal and state laws. Applicants with disabilities needing reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact Clorinda Dunphy, Human Resources Director, cdunphy@lakevillema.org, 508-946-8808.

Water Operator

Town of Webster

The town of Webster Water Department is seeking qualified candidates for the position of Water Operator in the Webster Water Department. Candidates must possess a Grade 2D MA Certified Drinking Water Operators License and a Grade 1T MA Certified Drinking Water Operators License;

a valid MA Class B CDL and Class 2B hydraulics license; high school graduate or GED and five years of experience as a public water supply operator in Mass. The work week ordinarily consists of Monday through Friday in addition to an alternating weekend work schedule. The ability to respond swiftly and effectively to emergencies is required. The position also requires the ability to lift heavy materials and to work independently to complete assigned tasks despite varying weather conditions. Routine work includes meter reading/repair, maintenance of grounds and facilities, Repairing and maintaining hydrants, services, main lines and appurtenances. Working knowledge of drinking water disinfection, corrosion control systems, water mains, services, meters, hydrants and water pump stations is highly desirable. Hourly wage range: \$24.26 per hour to \$27.93 per hour. This is a union position within the Local 888 SEIU bargaining agency. Interested parties should submit a resume and employment application to: Ms. Michelle Roy, Administrative Assistant, Town of Webster DPW/Water Division, 38 Hill St., P.O. Box 793, Webster, MA 01570 or via email to mroy@webster-ma.gov.

Fire Chief - Full-time

Town of Georgetown

The town of Georgetown is accepting applications from qualified individuals for the position of Fire Chief. The starting salary is \$106,000/DOQ. The Georgetown Fire Department is a full-time department (Chief plus four full-time members), augmented by a 30 person on-call force with per diem shifts during nights and weekends. Georgetown is located in central Essex County, approximately 25 miles north of Boston. The Georgetown Fire Department provides fire, EMS, and BLS Ambulance service to a community with a population of approximately 8,700. The department's operating budget for FY 2022 is \$996,145 (combined fire and ambulance). Candidates must have at least five years of progressively responsible experience in a management position (Captain or above), and have an associate's degree in fire science or equivalent. Time in these positions should be no less than three years since last held. Other minimum qualifications include: EMT certification at state or national level; three years' experience in a Fire Department based Ambulance Service; member in good standing for 15 years on a call or combination Department; experience working with municipal budget development; additional certifications include Firefighter I/II, Fire Officer I, Fire Instructor I. Qualified persons should submit a resume, and letter of interest to: Maureen Shultz, mshultz@georgetownma.gov. Closing date for applications is until the position is filled. EOE. Electronic submissions only.

Construction Manager/Project Engineer City of Chelsea

Assist the City Engineer and Department of Public Works in the implementation of plans and policies in support of the overall mission of DPW. Oversee DPW infrastructure projects during the planning, design, and construction phases. Skills, Knowledge & Abilities: Knowledge of municipal infrastructure design and construction methods; including permitting, CAD base map development, specifications, public bidding, and construction administration. Knowledge of GIS is highly desirable. Ability to make decisions and find solutions to engineering problems. Ability to prepare

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and manage budgets and schedules. Ability to interact and communicate effectively with the public. Valid MA Class D license. EEO. www.chelseama.gov/human-resources/pages/construction-managerproject-engineer.

Principal Appraiser/Assessor Town of Burlington

The Appraiser/Assessor leads a department responsible for appraising and assessing residential, commercial, industrial, and personal property within the town. Burlington is home to over 1,500 corporations, 9,100 residential housing units with 73% of housing being single family and 27% multi-family condominiums and rental apartments. We are looking for a dynamic, motivated professional who enjoys public service and has the capacity to build trust, outstanding interpersonal and communications skills, honesty, flexibility, and a proven ability to develop and maintain relationships. Must have five years of progressively responsible related experience, including supervisory experience. BA required. Full description and application at burlington.catsone.com/careers.

Chief of Police Town of Lexington

The historic town of Lexington (16 sq. miles, 34,500 residents), located 13 miles northwest of Boston, seeks an inspirational and collaborative Chief of Police who is an active practitioner of community-oriented policing with a demonstrated history of building partnerships within the community. The Chief of Police must be committed to transparency, diversity and cultural sensitivity and community engagement and outreach. The town of Lexington is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. The town values and celebrates the diversity of the community, recognizing the contributions from all our employees, visitors, businesses and residents that enrich the character and quality of life in Lexington. Therefore, to best serve all constituents, the government of the town will promote, as well as respect and accommodate, diversity in its workforce. In 2019, the Lexington Police Department officially withdrew from the Commonwealth's Civil Service system managed by the Human Resource Division. The Lexington Police Department is staffed with a Police Chief, who is responsible for a staff of approximately 90 employees, represented by three unions, and an operating budget of \$8.2 million. The Police Chief is appointed by and reports directly to the Town Manager. The successful candidate will hold a bachelor's degree (advanced degree preferred), preferably in law enforcement, criminal justice, management, or a related field. Ability to obtain advanced training in law enforcement, including from police leadership academies is preferred. Candidates should have attained experience in policing equivalent to 10 years of experience in a local law enforcement agency, five of which must have been equivalent to a police lieutenant or higher; or an equivalent combination of education and experience. Candidates must be experienced in 21st century policing policies and practices and the Massachusetts Police Reform Act; be open to, or have experience with, progressive visions of policing including procedural justice, have extensive experience with change management and be skilled at community outreach

and messaging. Candidates must have, or be able to obtain, certification as a Massachusetts full-time police officer. Annual salary, commensurate with qualifications, to be set by employment contract. Final candidate must pass all pre-employment screening and background checks. Interested candidates must submit the town's required application form along with a cover letter and resume to Kelly Axtell, Deputy Town Manager, via email at kaxtell@lexingtonma.gov or by mail at 1625 Massachusetts Ave., Lexington, MA 02420. The town's application form can be accessed on the town's website, www.lexingtonma.gov; by calling 781-698-4590; or by emailing jobs@lexingtonma.gov. Applications must be received no later than Friday, Sept. 17.

Town Administrator Town of Warren

The town of Warren seeks qualified applicants for the position of Town Administrator. The Town Administrator is appointed by, and reports to, the Board of Selectmen. They act as the agent for the Board, serving as their initial point of contact, assisting and advising in discharging their duties of office. They will work with considerable independence to perform managerial and administrative functions and coordinate the activities of the various departments, commissions, boards, committees, and offices of the town. Applicants should be versed in municipal operations management, grant writing, and conflict resolution. Salary range is \$75,000 to \$90,000 negotiated based on education and relevant experience. For more information, visit www.warren-ma.gov. Candidates should submit a cover letter, resume, college transcripts, and three letters of reference to Board of Selectmen, 48 High St., Warren, MA 01083 or via email to selectmen@warren-ma.gov. Deadline for applications is Sept. 22. Selected candidates will be notified on Oct. 1 for an interview date.

Assistant Collector Town of Amherst

The town of Amherst is seeking a highly motivated Assistant Collector with excellent customer service skills to assist the Collector/Treasurer in managing the day to day operations of the Collection Department. The Assistant Collector trains and assigns tasks to the Collection Department employees and performs a variety of tasks associated with the management of billing, collections, and provides general information and assistance to the public at the Central Service window. Bilingual applicants are highly encouraged to apply. Amherst has a very diverse population, serving a broad range of residents from many cultures, races, ethnicities, and incomes. We are actively seeking a workforce and leadership team that reflects the diversity of our community. If you are interested in the opportunity to enhance our customer service experience through innovative services with a progressive mindset, then this is the position for you! Amherst is a diverse town, serving residents from many cultures, races, ethnicities, and incomes. The town is actively seeking a workforce and leadership team that reflects the diversity of our community. We are seeking forward thinking applicants who wish to enhance our customer service experience through innovative services and a progressive mindset. For more information and to apply online please visit us at www.amherstma.gov.

Conservation Department Assistant Town of Wayland

Department: Conservation. Affiliation/Grade: AFSCME/C-14. Hours: 35 hours. Starting Range: \$41,769-\$44,312. Salary Range: \$41,769-\$55,618. Description of position: Administrative, secretarial, and technical work in assisting the Conservation Administrator to discharge the functions of the office; office management work related to the accounting, administrative and technical work of the department; acts as initial contact to the public, all other related work as required. Recommended Minimum Qualifications: Education: High school education; associate's degree in a related field of endeavor preferred. Experience: Over three years of experience in general clerical and secretarial work, with municipal experience preferred; some related experience in bookkeeping and computers. Substitutions: Additional years of relevant education may be substituted for the experience requirement on a year for year basis. Date posted: Aug. 13, 2021. Closing date: Open until filled. To Apply: Please submit a cover letter and resume to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or email to hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Procurement Officer Town of Amherst

The town of Amherst seeks a professional procurement officer to serve as an expert purchasing resource to all town and school departments. This position will oversee bidding and procurement processes, advertise, maintain and prepare contract documents, accept, record and process bids, provide training on policy and procedures, recommend updates to procurement processes in accordance with MGL30B, 30,39M, and 149. Amherst is a diverse town, serving residents from many cultures, races, ethnicities, and incomes. The town is actively seeking a workforce and leadership team that reflects the diversity of our community. We are seeking forward thinking applicants who wish to enhance our customer service experience through innovative services and a progressive mindset. The town of Amherst seeks a workforce that reflects the diversity of its community, and strives toward racial equity and environmental sustainability. All are encouraged to apply. AA/EEO. For more information and to apply online, please visit www.amherstma.gov.

Recreation Director Town of Amherst

The town of Amherst seeks applications from community minded innovators who would like to join our leadership team as the Amherst Recreation Director. The Amherst Recreation director will oversee the planning, development, and implementation of recreational programming that serves the diverse community of Amherst and surrounding towns. Amherst is a diverse town, serving residents from many cultures, races, ethnicities, and incomes. We are seeking forward thinking applicants who wish to enhance our customer service experience through innovative services and a progressive mindset. The town of Amherst seeks a workforce that reflects the diversity of its community, and strives toward racial equity and environmental sustainability. All are encouraged to apply. AA/EEO. For more information and to apply online please visit us at www.amherstma.gov.

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Director of Senior Services

Town of Amherst

We are looking for a skilled leader who has a vision for developing and providing a comprehensive range of services to the senior residents of Amherst, with special emphasis for reaching out to include members of our BIPOC and immigrant communities. The town seeks forward thinking applicants who wish to enhance our customer service experience through innovative services and a progressive mindset. The town of Amherst seeks a workforce that reflects the diversity of its community, and strives toward racial equity and environmental sustainability. All are encouraged to apply. AA/EEO. For more information and to apply online please visit www.amherstma.gov.

Health Director

Town of Amherst

The Director of Public Health will provide strategic direction, re-imagine public health service delivery in the wake of COVID-19, and promote the health and well-being of the community with a lens toward health equity. Collaboration, humility, and an integrated team approach are essential in this role. The Director of Public Health will ground their advice and decision-making in the latest scientific research and work with public health data and those communities most impacted by the decisions. Amherst has a diverse population and works closely with its two colleges and the University of Massachusetts in managing public health challenges. We want a team player who can build and foster collaborative relationships with our K-12 schools, higher education partners, neighboring communities, members of the BIPOC and immigrant communities, and people of all ages. We are seeking a skilled public health leader with a strong background in public health or related field. We want an expert communicator who can direct health related communication strategies through a variety of channels. The Public Health Director should be eager to tackle new challenges and deliver innovative solutions that will make a meaningful impact on the residents of Amherst. The town of Amherst seeks a workforce that reflects the diversity of its community, and strives towards racial equity and environmental sustainability. All are encouraged to apply. AA/EEO. For more information and to apply online please use the link found here, or visit us at www.amherstma.gov.

Town Counsel

Town of Falmouth

The town of Falmouth is accepting applications for Town Counsel. This position occupies a position of responsibility and trust requiring the highest ethical standards, discretion, and judgment. Reporting to the Town Manager, this position is a key advisor to town officials and represents the town in litigation before courts and regulatory agencies. Responsibilities include: Advises town officials and boards on legal issues arising from the conduct of town business; interprets local, state and federal laws and statutes and state and federal court decisions; represents the town in legal proceedings and quasi-judicial or administrative proceedings before courts and regulatory agencies. Reviews and approves as to form all town contracts with vendors, consultants and contractors. Provides advice to town officials on recent developments in the law pertaining to functional areas. Renders legal opinions on conflict-of-interest law, open meeting law and public records law. Assists town officials with the development of

municipal policy. Resolves disputes between town boards and departments. Prepares articles for town meetings and provides assistance to the Moderator and the Town Clerk at town meetings. Serves as a member of the bylaw and charter review committees; reviews and interprets the charter and bylaws for town officials. Serves as legal advisor to various town boards and performs other duties as required by law and town charter. Juris doctor degree; member of the Massachusetts Bar; seven years of experience including experience in municipal law; or an equivalent combination of education and experience. Knowledge of municipal law, and all related subjects; knowledge of court procedures; knowledge of municipal government and intergovernmental relations. Annual salary is \$109,166-\$142,417 commensurate with experience. Full job description, employment application and instructions for applying can be found at www.falmouthma.gov. Applications accepted until the position is filled with a preliminary review to take place on Sept. 13. The town of Falmouth is proud to be an EEO/AA employer.

Building Inspector / Zoning Agent

Town of Somerset

The town of Somerset is seeking applications for local Building Inspector/Zoning Agent to enforce the state building code and local zoning bylaws. Experience in supervision of building construction. Must possess and maintain a Construction Supervisor's License, state certification as a Building Inspector / Commissioner in accordance with M.G.L. Chapter 143 and 780 CMR 110.R7 and a valid class D motor vehicle operator's license with a clean driving record. Experience in zoning enforcement is highly desirable. Full job description and application available at www.townofsomerset.org/administrator/pages/employment-opportunities. Questions and applications should be submitted to the office of the Town Administrator at pramos@town.somerset.ma.us. Position is open until filled. The town of Somerset is an affirmative action equal opportunity employer.

Housing and Community Preservation Coordinator (Grant-funded)

City of Chelsea

As a function of the city's strategic housing plan, the housing coordinator will assist with various facets of housing and community preservation through planning and coordinating directives related to housing enhancement, preservation, and creation. The Housing Coordinator directly coordinates the implementation of programs under the purview of these boards and assists the Department of Housing & Community Development. Position coordinates efforts to responsively meet professional, administrative, and technical needs in an inclusive and collaborative manner. The position is responsible for the effective and timely completion of assigned responsibilities to ensure project completion, quality, and integrity. EEO www.chelseama.gov/human-resources/pages/housing-community-preservation-coordinator.

ARPA Director

City of New Bedford

ARPA Director. \$89,394-\$97,342. Coordinate and develop the city's management plan of American Rescue Plan Act (ARPA) funding. Ensure funds are spent within eligible parameters. Develop strategies to stimulate the local economy. Create a monitoring system to track impact of fund usage. Represent administration at community meetings. Build and maintain collaborative relationships. Draft RFPs

to encourage community stakeholders to apply for funds. Update Mayor as required. Master's degree in public policy or public administration preferred. Must have excellent oral and written communication skills. Position is temporary. Please visit www.newbedford-ma.gov/personnel/ to apply. EEO

Deputy Treasurer/Collector

Town of Arlington

The town of Arlington seeks candidates for the Deputy Treasurer/Collector position. Duties include administrative and supervisory work in the daily administration and management of the Town Treasurer's office, including the custody, disbursement, investment and borrowing of monies, preparation of fiscal reports, collection of taxes and other revenues. Qualifications include a bachelor's degree in finance or accounting; three to five years' of progressively responsible accounting or municipal finance experience, master's degree in finance or accounting, business or related field preferred; or an equivalent combination of education and experience. For a complete job description and to apply, please [visit our website](#).

Local Building Inspector

Town of Lancaster

The town of Lancaster (pop. 8K) has an opening for a Local Building Inspector to enforce the state building code and local zoning bylaws. In addition to assisting with conducting plan reviews and issuing building permits, the duties include inspecting buildings under construction, plan review, and investigating complaints. Minimum of five years' experience in supervision of building construction, Massachusetts Building Supervisor's License, ability to access all areas and levels of construction, and use computer office applications. Ability to obtain state certification required. Starting Salary \$64,292 up to \$85,092. Position is open until filled. Letter of interest and resume should be addressed to Orlando Pacheco, Town Administrator, 701 Main St., Lancaster, MA 01523 or opacheco@lanasterma.net. AA/EOE

Truck Driver/ Laborer/ Solid Waste Attendant

Town of Raynham

Raynham Highway Department is seeking qualified candidates for the position of Truck Driver/Laborer/Solid Waste Attendant. This position is FT, 40 hrs/wk, Tuesday-Saturday. Base hourly wage is \$23.74. Three to five years relevant experience and licensing (MA CDL Class B w/air brakes) is required. Full job description is available on the [town website](#). Candidates must submit copies of all licenses with application in order to be considered. The position is open until filled. Submit to: Raynham Highway Department, 1555 King Philip St., Raynham, MA 02767 or via email to Kelly Usher, kusher@town.raynham.ma.us. Raynham is an EOE.

Heavy Motor Equipment Operator 1

Town of Raynham

Raynham Highway Department is seeking qualified candidates for the position of Heavy Motor Equipment Operator 1. This position is 40 hrs/wk. Base hourly wage is \$25.10. One to three years relevant experience and licensing (MA CDL Class B w/air brakes, hoisting 2A/2B minimum, preferred 1C, 4E, 4G, subject to skills testing/evaluation) required. Full job description is available at the Raynham Highway Department

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or [website](#). Candidates must submit copies of all licenses with application in order to be considered. Please submit applications to: Raynham Highway Department, 1555 King Philip St., Raynham, MA 02767 or via email to kusher@town.raynham.ma.us. Raynham is an EOE.

Town Planner

Town of Norwell

Town of Norwell seeks a full-time planner (37.5 hrs./wk.) who possesses a high level knowledge of the principles and practices of urban planning, land-use planning, site planning, architectural design and development, and Geographic Information Systems (GIS). Bachelor's degree required (master's desired) with major course work in urban planning, engineering, natural resources/environmental planning, public administration or related field with five years of professional urban or municipal planning. DOQ, annual salary up to \$71,260. Visit www.townofnorwell.net under Human Resources to view job posting. Submit cover letter/resume/town application to bchilds@townofnorwell.net in PDF format. Position open until filled. EOE/AA/ADA Employer.

Administrative Assistant

Town of Wayland

Department: Town Administrator. Affiliation/Grade: Non-Union/N-1. Part-time Hours: 26 hours weekly. Starting Range: \$21.67/hourly-\$22.99/hourly. Salary Range: \$21.67/hourly-\$28.27/hourly. Description of position: Skilled routine administrative support, clerical, secretarial and record keeping work related to the operation of the Town Administrator's office; all other related work, as required. Recommended Minimum Qualifications: Education: High school education supplemented by courses in office procedures and/or computers. Experience: Two years of progressive administrative experience; experience in municipal government and dealing with the public preferred. Substitutions: An equivalent combination of education and experience. Date posted: July 26, 2021. Closing date: Open until filled. To Apply: Please submit a cover letter and resume to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or email to hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Substance Abuse Program Coordinator

Town of Wayland

Department: Youth & Family Services. Part-time Hours: 19 hours weekly/46 weeks academic year. Starting Range: \$21.67-\$22.99/hourly. Salary Range: \$21.67-\$28.27/hourly. Description of position: The Wayland Youth & Family Services Program Coordinator is responsible for services that will assist with programming activities, including education, training, communication and data collection. Duties include email communications, public campaign communication and marketing communication. Recommended Minimum Qualifications: Education: Bachelor's degree in social work, communications or other related fields. Excellent verbal, written and communication skills; proficient with Microsoft Office Suite. Knowledge/Proficiency: Community mobilization; marketing; social norms marketing and campaigns. Experience: Experience with program

marketing, public relations, administrative assistance and/or department of finance. Experience with community relations. Basic level of substance abuse prevention and community organizing preferred. Licenses/Certificates: Valid Driver's License. Date posted: July 27, 2021. Closing date: Open until filled. To Apply: Please submit a cover letter and resume to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or email to hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Site Director

Town of Westford

The town of Westford Parks & Recreation Department seeks qualified applicants for a Site Director position with the Westford Partnership for Children after school enrichment program. Site Directors manage a program site, ensuring a healthy, safe, and secure environment for program participants; developing and delivering engaging program curriculum; scheduling and supervising part-time site staff; and communicating with parents, school staff, and school administration. This position works for the Recreation Department during the summer assisting with summer program oversight. Applicants must have at least one year of experience working with elementary school children in a professional setting and First Aid / CPR certified, BA is preferred. Must be proficient with software programs. School year schedule is 1-6 p.m., Monday-Friday, with varied weekday hours during summer programming. Starting salary \$20.98/hr and is eligible for the town benefits package. Position will remain open until filled. Please submit resume and cover letter to: HR@westfordma.gov or send to Town of Westford, Pam Hicks, Director of Human Resources, 55 Main St., Westford, MA 01886. For a full position description, please visit www.westfordma.gov. EEO/AA Employer

Outreach Worker/Program Coordinator - Senior Center

City of Chelsea

The Chelsea Senior Center enables people over the age of 55 to achieve better health and wellness and live life to the fullest. The Activities Coordinator is responsible for developing and facilitating recreational groups and programs which meet the social and physical needs of the participants at the Chelsea Senior Center. Under the direction of the Director of Elder Services, the Outreach Worker/Program Coordinator is responsible for developing, implementing and coordinating diversified programs, activities and special events for senior citizens utilizing the Senior Center and other activities following established methods and procedures. EEO. www.chelseama.gov/sites/g/files/vyhlf396/f/pages/outreach_worker_program_coordinator_sr_ctr_07.21.pdf.

Town Accountant

Town of Norwell

Town of Norwell (pop. 11,492) seeks qualified Town Accountant to lead the Accounting department. Excellent starting salary of \$115K+ based on qualifications/experience/education with competitive benefits package. Experience in municipal accounting with a Certified Government Accountants (CGA) or Certified Government Financial Manager (CGFM) strongly preferred. Work includes maintaining a complete set of financial records for all appropriations, expenditures, receipts, assessments, levies and abatements initiated by town departments; maintenance of chart of accounts; approval and

auditing of all payrolls, bills, drafts, orders and other expenditures to ensure accuracy, and adherence to appropriate procedures and availability of funds. Reports to Town Administrator; under supervisory direction of Finance Director. Collaborative and highly respectful team work environment. Norwell is a repeat CAFRA (Certificate of Excellence in Financial Reporting) award recipient and has a triple AAA bond rating. FY22 projected budget for the town and the schools is \$58.4M. Associate's or bachelor's degree in accounting, finance, business or related field desired; minimum three-plus years of supervisory experience in accounting/financial management or any equivalent combination of education and experience. Visit www.townofnorwell.net to view job posting. Send cover letter, resume and town application to bchilds@townofnorwell.net in PDF format. Position open until filled. EOE/AA/ADA employer.

Board of Health Agent

Town of Freetown

Responsible for interpretation, enforcement and compliance with all federal, state, local laws, rules, regulations and codes. Develop new regulations in compliance with federal, state, local laws and regulations, conduct inspections to issue permits, Certificates of Compliance, etc. BS degree in public health, engineering or environmental science (preferred). Three years' experience as a Health Agent and/or five years' experience in the field of public health or environmental sanitation. Massachusetts Registered Sanitarian (preferred). Freetown is interested in finding the right candidate and is willing to provide the necessary training and licenses at the town's expense. Great benefits. Resume, cover letter to lsouza@freetownma.gov.

Building Commissioner

Town of Acton

The town of Acton is seeking a Building Commissioner to be part of a fast-paced, team-oriented environment. Duties include preparing a daily work schedule for inspections including scheduling appointments; communicating laws, technical requirements and ordinances of the appropriate model codes; reading and interpreting construction plans and blueprints. Six years of experience in supervision of building construction or design and two-year associate's degree in a field related to building construction or design or any combination of education and experience are needed. Must be qualified by the MA BBRS per 780 CMR ch110.R7. Salary range: \$89,574-\$116,874. For more information and how to apply visit www.actonma.gov/jobs.

Police Officer

Town of Wayland

Department: Police Department. Full-time/hours: 40 hours per week. Union/Grade: Wayland Police Officers Union/P-1. Starting Salary: \$47,940-\$66,390 plus educational incentives and generous benefit package. Salary Range: \$47,940-\$76,352. Description of position: Patrol, investigative and technical work related to the operation of the police department in accordance with state and local statutes and regulations; all other related work as required. Patrols a specified area by patrol car; checks doors and windows of businesses; investigates suspicious activity; directs traffic as needed; enforces motor vehicle law and parking regulations; and assists the general public. Investigates crimes, traffic crashes; and other emergencies; renders first aid when needed; prepares written police reports. Makes

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arrests or issues summonses for violation of the law; appears in court to present evidence. Performs various administrative functions and tasks as needed. Recommended Minimum Qualifications: Education: High school education supplemented by courses in criminal justice or law enforcement; Bachelor's degree preferred; Degree in social sciences and/or criminal justice preferred. Experience: Past experience in a law enforcement or security setting preferred. Public sector experience and/or community policing is desirable. Substitution: An equivalent combination of education and experience. Licenses/Certificates: Massachusetts Driver's License, ability to obtain a License to Carry Firearm. Certified First Responder; Certified in CPR and First Aid desirable but not required. Date posted: July 23, 2021. Closing date: Open until filled. Apply to: Please submit a resume and cover letter to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

SERVICES

Municipal Energy Services

Through the MMA's MunEnergy program, MMA members have access to an energy contract designed exclusively for Massachusetts cities and towns. The MunEnergy program offers access to energy experts at Constellation, a vetted municipal energy contract, and options for sustainability programs. Energy professionals at Constellation, the MMA-endorsed supplier for MunEnergy, work with municipalities to manage electricity costs for the long-term. Constellation is also on the forefront of sustainability programs and provides financial support to the MMA for its promotional and marketing efforts. To learn more, visit www.mma.org/about-mma/services/munenergy. To be notified about MunEnergy events, send contact information for the person on your team who handles energy for your city or town to energy@mma.org.

Tax Collection, Tax Foreclosure Services and Tax Valuation Appeals

Law Offices of Aldo A. Cipriano & Associates, established in 1979, has been providing tax collection and foreclosure services in Land Court to municipalities effectively for over 41 years. Our staff will provide assistance in positive collection efforts to reduce tax delinquent accounts. We have experienced auctioneers available to conduct foreclosure auctions. We also offer legal services to municipal Boards of Assessors in defense of Real Estate assessments and valuation before the Appellate Tax Board. Please contact us at 508-485-7245 or aldoc.esq@comcast.net for additional information.

Public Management Consultants

MMA Consulting Group Inc. provides consulting services to cities, towns, and other public agencies. We specialize in public safety/emergency response (police, fire, EMS) issues, the design and administration of assessment centers, structured oral panels, and recruitment of police and fire executives. For information, contact Mark Morse, President, MMA Consulting Group Inc., 101 Court St. #7, Plymouth, MA 02360; 508-746-3653; mmacginc@gmail.com.

Municipal Accounting Services

Melanson is one of the largest non-national Certified Public Accounting firms in New England and has been a leader in the accounting and auditing profession for over 42 years. Our Governmental Services Department includes eight principals and 65 professionals who work exclusively on governmental services. Among them are our outsourcing professionals, who are here for you and have the experience and knowledge to help solve your internal accounting challenges. We provide both long- and short-term services as well as flexible access, either remotely or on-site without adding to your long-term employee benefit costs. Contact us today! contactus@melansoncpas.com

Executive Recruiting, Management and Governance Consulting Services

Community Paradigm Associates provides comprehensive professional services to public sector, private sector, and not-for-profit clients, including organizational and management studies, executive recruiting, operational analyses, personnel studies, compensation and classification plans, charter development, strategic planning, leadership training, and facilitation services. Community Paradigm Associates has a team of seasoned associates with expertise in all aspects of municipal government. For more information, contact Principal Bernard Lynch at 978-621-6733 or BLynch@CommunityParadigm.com; www.communityparadigm.com.

Executive Recruiting, Interim Staffing, Human Resources and Management Consulting

GovHR USA/GovTempsUSA provides executive recruiting and interim staffing solutions, management and human resource consulting to local government and nonprofit clients across the country. Seasoned local government professionals provide five-star quality services including: Classification and Compensation Studies; Temporary and Outsourced staffing; Performance Evaluation System and Training. Visit our website at www.GovHRUSA.com or contact us at 847-380-3240 or info@govhrusa.com to discuss how we may serve your organization. Post to our job board at www.govhrjobs.com.

Management, Human Resources and Executive Search

Rutherford Advisors Inc., DBA The Executive Suite, with more than 40 years' experience, is an expert in providing comprehensive, detailed and effective classification and compensation plans; human resource, performance evaluation, and management efficiency studies; interim management; and executive and senior staff recruitment for public, nonprofit and private organizations. We emphasize innovative solutions to commonly encountered management challenges. For discussion on your needs, please contact Warren J. Rutherford at 508-778-7700 or wjr@theexecutivesuite.com, or visit www.theexecutivesuite.com.

GIS Consulting Services

As a local government, does your community expect more from you? Geospatial technology is a great tool to use to meet these expectations and build trust. Spatial Relationships is a GIS consulting firm in Boston that specializes in on-demand personalized GIS services for local government. Need extra GIS support for an important project, but don't want to deal with

the overhead of a large firm? Don't have GIS staff, but have a one-time need? Indispensable GIS staff going out on leave? We're here to help. To learn more about us, please visit www.spatial-relationships.com.

Town Counsel Services

KP | Law is a municipal law firm. With offices in Boston, Hyannis, Lenox, Northampton and Worcester, we serve as town counsel to more than 125 towns throughout Massachusetts, from Provincetown to Williamstown, and as special counsel to another 90. For more than 30 years, we have devoted ourselves to municipal law and have become experts in the defense of all areas of municipal trial matters. We have specialists in all areas of municipal law and maintain an environmental and land use law department that is on the cutting edge of planning, zoning and conservation. KP | Law is highly sensitive to the limited legal services budgets of Massachusetts communities and thus has highly competitive billing rates to give your town the best quality legal counsel in the most cost-efficient manner. There is never a need for special counsel. Our breadth and depth of experience helps keep our cost per opinion to a minimum and enables us to service our clients quickly and efficiently, and is consistent with our commitment to excellence. For additional information on the legal services that KP | Law provides, please visit www.k-plaw.com or contact Lauren Goldberg, Esq., at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

General Consultant, Recruiting and Special Studies

Municipal Resources Inc. has been providing management solutions to New England municipalities since 1989. MRI is able to provide expertise when and where it's needed. Our services include executive recruitments, assessment centers and promotional testing; public safety organizational studies; finance operations; interim staffing; internal investigations; efficiency and regionalization studies. MRI has an extensive group of experienced subject experts that are able to provide the technical and management expertise that can help communities deliver quality services and resolve complex problems with real-world solutions. Contact us at 866-501-0352 or info@mrigrv.com.

Town Counsel/Legal Services

Brooks & DeRensis, P.C., is available to provide services to government entities at the state, county, city, town or regional district level. Legal services available include procurement law, contracts, eminent domain, labor relations and civil rights. Contact Jack Dolan for labor, employment, civil rights and retirement matters or Paul DeRensis for all other public law issues at 857-259-5200.

Organizational Development and Conflict Resolution

The Mediation Group is New England's one-stop shopping for conflict resolution and organizational development. With 30-plus years of experience, our multi-disciplinary team provides individuals and organizations with support to move forward constructively and improve functionality. Our services include: facilitation, mediation, training and coaching, leadership development, cultural competency, independent workplace investigations, stakeholder assessments, public engagement

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and process design. For more information, visit www.themediationgroup.org, email info@themediationgroup.org or call 617-277-9232.

Town Counsel Services

Miyares and Harrington LLP provides Town and Special Counsel services to help build and implement local programs that serve community needs. We have the expertise you require, based on decades of real-world experience. We take the time to understand your situation. We inquire, listen, and respond. We provide options that will work for you. We are committed to the values of democracy, to preservation and enhancement of natural resources and the built environment, and to excellence and care in support of municipal objectives. We offer competitive rates, personal service, diligent attention to our clients' needs, and good humor. Please contact us at contact@miyares-harrington.com or 617-489-1600.

Tax Title Legal Services

KP | Law has been providing a full range of legal services to municipal treasurers and collectors for more than 30 years. Our experienced tax title attorneys draft collection letters and payment agreements; prepare all instruments relative to tax takings and tax sales; draft pleadings for Land Court foreclosures; and provide full representation of municipalities in Land Court actions. We also provide assistance with disposition or reuse of tax parcels. The breadth of our experience, volume, use of experienced paralegals, state-of-the-art computer and informational services, and close proximity to the Land Court enables us to provide prompt, cost-effective services. For additional information, please visit www.k-plaw.com or contact Lauren Goldberg, Esq. at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

Municipal Financial Management Software: Accounting, Cloud, Utility and Collections

VADAR Systems provides financial management software to more than 100 Massachusetts municipalities. Our accounting, cloud, utility and collections applications are designed exclusively for Massachusetts municipalities by Massachusetts end users. The VADAR Cloud maximizes efficiency with 24/7 secure, remote access to all your applications from any device. Our user support offers unparalleled expertise. Proudly serving Massachusetts for 20-plus years. For a free on-site demonstration, please contact us at 877-823-2700 or sales@vadarsystems.com. Learn more at www.VADARsystems.com. Locally owned and operated at 20 Main St., Suite G1, Acton, MA 01701.

Labor Counsel Services/Municipal Human Resources Specialists

Clifford and Kenny, LLP provides quality representation to cities, towns and school districts in the area of labor and employment. Attorneys John Clifford and Jaime Kenny have many years of experience in representing clients for collective bargaining and personnel-related matters including discipline and discharge of unionized employees. We have extensive experience in the area of police and fire injured-on-duty cases, and have worked extensively with municipalities and insurers to resolve costly long-term claims. We offer training in sexual harassment, social media and the "just cause analysis" to municipal managers. We also serve as appointed hearing officers

on a case-by-case basis. Many of our clients take advantage of a flat monthly rate for unlimited phone calls and emails, which encourages key managers to work with counsel prior to making critical personnel decisions. Check our website at CliffordKennyLaw.com to see a complete list of our satisfied clients or call John Clifford or Jaime Kenny at 781-924-5796 for more information.

Municipal Financial Management Services

Eric A. Kinsherf, CPA, has been involved in municipal finance since 1994 in various capacities, ranging from Finance Director to an auditor of municipalities as a Certified Public Accountant. Cities and towns in need of a CPA specializing in municipal auditing and consulting are offered services such as municipal audits, assistance in year-end closing, interim treasurer, collector and town accountant services, revenue forecasting, and capital financing plan assistance. If you are in need of a municipal audit or a financial consultant, please contact Eric Kinsherf at eric@erickinsherfcpa.com or at 508-833-8508. Learn more at www.erickinsherfcpa.com.

Human Resources Consulting

Human Resources Services Inc. provides a full range of human resource management consulting services to Massachusetts' local governments and other public agencies. Specialization includes compensation/classification, performance appraisal, job analysis and evaluation, job descriptions, salary/benefits and total compensation surveys and analytics, personnel policies/handbooks, staffing and organizational management studies, HR audits and assessments, HR training services, recruitment and selection services, web-based HR services, and special projects. Please contact Sandy Stapczynski, President, Human Resources Services Inc., 9 Bartlet St., Suite 186, Andover, MA 01810; 978-474-0200; hrsconsulting@comcast.net; or visit www.hrsconsultinginc.com. WBE certified.

Executive Recruitment and Municipal Management

Groux-White Consulting, LLC, is a full-service municipal management consulting firm specializing in executive recruitment, interim management, form of government studies, organizational effectiveness evaluations, strategic and financial planning and conflict resolution. Tom Groux and Rick White, One Pelham Road, Lexington, MA 02421; rickwhite58@verizon.net; 781-572-6332; www.grouxwhiteconsulting.com.

RFPs

Consultant Services - Executive Recruitment for City Manager City of Cambridge

The city of Cambridge seeks proposals from experienced executive search consultants to assist in recruiting applicants for the position of City Manager. The Request for Proposal may be downloaded from the city's website, www.cambridgema.gov/Departments/Purchasing, Current Bid Opportunities, View Request for Proposal, File No. 9908 Request for Proposals for Executive Recruitment for City Manager Consultant Services, on or after Aug. 19. Sealed proposals will be received at the Office

of the Purchasing Agent, Room 303, City Hall, 795 Massachusetts Ave., Cambridge, MA 02139 until 11 a.m. on Thursday, Sept. 9. The successful Proposer must be an Equal Opportunity Employer.

Legal Services

Town of Lancaster

The town of Lancaster, through its Board of Selectmen, hereby solicits proposals for the provision of general and specialized Massachusetts Municipal legal services for a one year term effective Jan. 1, 2022. Notification of this Request for Proposals was made in the September 2021 edition of The Beacon, a monthly publication of the Massachusetts Municipal Association (MMA). This RFP was also directly distributed to a number of municipal law firms that regularly advertise in that and other publications of the MMA. The Board of Selectmen shall accept proposals submitted to its office located in the Prescott Building, 701 Main St., Lancaster, MA 01523 until 4 p.m. on Monday, Nov. 8. A copy of this RFP can be obtained via email at opacheco@lancasterma.net.

Let us know about your local news

Every day across the Commonwealth, municipal leaders are figuring out ways to deliver services more efficiently, save taxpayers money, engage more citizens in the vital work of local government, and improve the effectiveness of the layer of government that has the most direct impact on people's lives. The MMA wants to recognize and help spread the word about these local creative solutions.

If your community has launched a new program or initiative, or has found a unique solution to a common problem, please let us know by filling out our new [Local News Tips form](#) on the MMA website. ●



Massachusetts Municipal Association
3 Center Plaza, Suite 610, Boston, MA 02108

SEPTEMBER

9 **Small Town Administrators of Massachusetts**, Annual Meeting, 10 a.m.-3 p.m., Northfield Golf Club (outdoors), Northfield. Contact: STAM Chair Shaun Suhoski, ssuhoski@townofathol.org

10 **Massachusetts Select Board Association**, webinar, 9:30-10:30 a.m. Contact: MMA Member Services Coordinator Isabelle Nichols

14 **Massachusetts Municipal Councillors' Association**, board meeting, remote, 8:45-9:45 a.m., Boston. Contact: MMA Senior Member Services Coordinator Denise Baker

14 **MMA Board of Directors**, 10-11 a.m., remote. Contact: MMA Executive Director's office

14 **Massachusetts Municipal Councillors' Association**, webinar, 12-1 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols or MMA Administrative & Membership Assistant Jessica Obasohan

14 **Massachusetts Select Board Association**, Board meeting, remote, 2-3:30 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols

17 **Massachusetts Municipal Management Association**, remote meeting, 10-11:30 a.m. Contact: MMA Member Services Coordinator Denise Baker

22 **Massachusetts Mayors' Association**, virtual monthly meeting, 10-11 a.m. Contact: MMA Communications and Membership Director Candace Pierce

23 **Massachusetts Municipal Human Resources**, Fall Conference webinar #1 of 2, 9-11:30 a.m. Contact: MMA Member Services Coordinator Isabelle Nichols

For more information, visit www.mma.org.

Due to the COVID-19 pandemic, the MMA will be holding meetings remotely through the end of October. Meeting details may be subject to change.

30 **Massachusetts Municipal Human Resources**, Fall Conference webinar #2 of 2, 9-11:30 a.m. Contact: MMA Member Services Coordinator Isabelle Nichols

OCTOBER

12 **MMA Board of Directors**, annual long-range planning meeting. Contact: MMA Executive Director's office

14 **Massachusetts Municipal Management Association**, remote boot camp. Contact: MMA Senior Member Services Coordinator Denise Baker

15 **Women Elected Municipal Officials**, remote Leadership Conference, 10 a.m.-12 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols

21 **Association of Town Finance Committees**, Annual Meeting webinar series #1 of 3, 7-8:15 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

22 **Massachusetts Municipal Human Resources**, remote Labor Relations Seminar, #1 of 2, 9-11:30 a.m. Contact: MMA Member Services Coordinator Isabelle Nichols

28 **Association of Town Finance Committees**, Annual Meeting webinar series #2 of 3, 7-8:15 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

Online registration is available for most of these events.

NOVEMBER

4 **Massachusetts Municipal Human Resources**, remote Labor Relations Seminar #2 of 2, 9-11:30 a.m. Contact: MMA Member Services Coordinator Isabelle Nichols

4 **Association of Town Finance Committees**, Annual Meeting webinar series #3 of 3, 7-8:15 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

9 **Massachusetts Municipal Councillors' Association**, board meeting, 8:45-9:45 a.m., MMA office, 3 Center Plaza, Suite 610, Boston. Contact: MMA Senior Member Services Coordinator Denise Baker

9 **MMA Board of Directors**, board meeting, 10-11 a.m., MMA office, 3 Center Plaza, Suite 610, Boston. Contact: MMA Executive Director's office

9 **Massachusetts Select Board Association**, board meeting, 2:15-3:30 p.m., MMA office, 3 Center Plaza, Suite 610, Boston. Contact: MMA Member Services Coordinator Isabelle Nichols

To list an event of interest to municipal officials in *The Beacon*, send information about the event, including date, location, sponsorship, cost, and whom to call for more information, to editor@mma.org.

MMA contacts
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